

Monday, 23 March 2026

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 2 (9.59 am)
 3 **THE CHAIR:** Yes.
 4 **MR BLAKE:** Good morning, chair. Can I please call Temporary
 5 Deputy Chief Constable Griffin.
 6 **THE CHAIR:** Thank you.
 7 **TEMPORARY DEPUTY CHIEF CONSTABLE GRIFFIN (affirmed)**
 8 **Questioned by MR BLAKE**
 9 **MR BLAKE:** You should have in front of you two witness
 10 statements. The first is dated 28 November 2025 and has
 11 a URN of WITN0074001, and the second is dated 20 March
 12 of this year and has a unique reference number of
 13 WITN0074002; is that correct?
 14 **A.** It is correct, yes. Thank you.
 15 **Q.** Are both of those statements true to the best of your
 16 knowledge and belief?
 17 **A.** Yes, sir, they are.
 18 **Q.** Thank you. You are currently the temporary deputy chief
 19 constable; is that right?
 20 **A.** That is correct, yes.
 21 **Q.** At the relevant time, so 13 June 2023, you were the
 22 assistant chief constable, or ACC?
 23 **A.** Yes, I was sir, yeah. I'm responsible for crime and
 24 criminal justice at that time.
 25 **Q.** You were also on that evening the on-call Chief Officer

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1 **Q.** Is it usual for Gold Groups to last throughout the
 2 duration of the criminal proceedings or is that unusual?
 3 **A.** I wouldn't say that it was unusual, and it really
 4 depends on the nature of the case.
 5 **Q.** Is it expected in a case such as this?
 6 **A.** Certainly from my perspective, that's exactly what
 7 I would expect, yes.
 8 **Q.** What are the benefits of a Gold Group meeting?
 9 **A.** The benefits are that it ensures strategic oversight, as
 10 I've said already, in relation to our response. It
 11 brings together all of the activity that one would
 12 expect in response to an incident such as this.
 13 **Q.** You're also part of another group, or I think you led
 14 another group, The Tactical Coordination Group. Can you
 15 tell us briefly what that is?
 16 **A.** I actually led, sir, the Strategic Coordination Group
 17 although on the morning of 13 June you, are right that I
 18 did chair first a tactical coordination group.
 19 **Q.** What is the difference between the two?
 20 **A.** The Strategic Coordination Group gives straight
 21 oversight and so sets the strategic direction for
 22 activity. The Tactical Coordination Group then delivers
 23 against those strategic objectives.
 24 **Q.** Do they both have a wide range of attendees?
 25 **A.** Yes, they do.

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1 of Nottinghamshire Police?
 2 **A.** That's correct, yes.
 3 **Q.** In addition to that, you were the on-call Strategic
 4 Firearms Commander; is that right?
 5 **A.** That is also right yes.
 6 **Q.** You set out a lengthy career history at paragraphs 5-7
 7 of your witness statement, I won't take you to that, and
 8 there is a great amount of detail in your witness
 9 statement. Again, I'm not going to repeat everything
 10 today. That will itself form part of the body of the
 11 Inquiry's evidence and will also be uploaded onto the
 12 Inquiry's website.
 13 We're going to see quite a few minutes from the Gold
 14 Group. Can you assist us with what the Gold Group was
 15 or is?
 16 **A.** So the Gold Group is a meeting structure that is
 17 recognised as best and efficient practice to ensure and
 18 assist with strategic oversight of a policing response
 19 to a critical incident.
 20 **Q.** They began in this particular case on 13 June itself?
 21 **A.** That's correct, yes.
 22 **Q.** They lasted up to or even perhaps beyond conviction and
 23 sentencing; is that right?
 24 **A.** That's correct. My last Gold Group was 19
 25 February 2024.

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1 **Q.** That includes local authorities, fire services and
 2 others?
 3 **A.** That's correct, yes.
 4 **Q.** Again, is that standard in an incident such as this?
 5 **A.** It is the standard response and structure that one would
 6 expect to see where a major incident has been declared.
 7 **Q.** I'm going to start today by asking you about your
 8 involvement shortly after the attacks themselves. You
 9 were, as you said, the on-call chief officer; what does
 10 that typically involve?
 11 **A.** It typically involves being available to those that are
 12 at work within the force, either during and indeed out
 13 of hours, to provide strategic advice and guidance and
 14 support in the event that it is needed, which is
 15 particularly so in relation to critical incidents, major
 16 incidents, and/or those more serious incidents that
 17 require a more coordinated response.
 18 **Q.** I assume you're not awake all night. Do you have
 19 a telephone next to your bed, or what happens?
 20 **A.** So typically, with the exception of the weekend, when
 21 a chief officer is on-call, they would be at work in the
 22 daytime, and once I'd arrived home that evening, I'd be
 23 on-call through the use of my phone, and yes, once I've
 24 gone to bed, my telephone is on the bedside table next
 25 to me throughout the night.

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1 **Q.** You were first informed of the attack at 5.01 in the
 2 morning, that's an hour after the attacks on Grace and
 3 Barney. Why, so far as you are aware, did it take so
 4 long to make that initial first contact?

5 **A.** Because between those initial calls at around 4.03,
 6 4.04, the person leading the response at that time was,
 7 and as I would expect it to be, the Force Incident
 8 Manager, and he was coordinating an abundance of
 9 activity. There was no requirement, in actual fact, for
 10 a chief officer to become involved in the command
 11 structure at that point. It was not an armed
 12 deployment, so there was no requirement for a strategic
 13 firearms commander. It was more a case of, I believe,
 14 that officer, recognising the magnitude of this incident
 15 and thinking to themselves that a chief officer would
 16 wish to know; he would know that that was particularly
 17 so of me because my preference is always if in doubt,
 18 please phone.

19 **Q.** Were you aware of the attacks from another source before
 20 that time or was that the very first that you heard of
 21 it?

22 **A.** That was the very first that I heard of it.

23 **Q.** We've heard, in the Inquiry so far, about how brutal the
 24 attacks were and how they there were real concerns over
 25 the talkgroup from, for example, PC Speeden about

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1 Commander, Superintendent Louise Clarke, had indeed been
 2 contacted before me.

3 **Q.** We've heard that CI Mather's working assumption was
 4 a robbery gone wrong. Was the significance of the
 5 attack properly conveyed to you when you were first
 6 called, in light of what we've heard in this Inquiry?

7 **A.** I'll probably need to deal with that, sir, in two parts,
 8 if I might. At the time of the call at 5.01 on that
 9 morning, Chief Inspector Mather described the events and
 10 told me that he believed at that point that it may be
 11 connected to a robbery, but that one person had lost
 12 their life and the second person was very seriously
 13 injured. So I obviously recognised the seriousness of
 14 it immediately. But the actual nature or the mechanics
 15 of the attack weren't described to me at that time.

16 It's not so much what I've seen through the course
 17 of the Inquiry, although I've seen lots of the evidence,
 18 but more my examination of the evidence between that
 19 night and throughout my management of the operation, and
 20 indeed up to the Public Inquiry commencing, that
 21 I formed my own opinions about the mechanics of those
 22 attacks on Ilkeston Road.

23 **Q.** Knowing what you know now, do you think that the
 24 assumption that it was a robbery gone wrong was the
 25 right assumption to make or the wrong assumption to

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1 a perpetrator on the loose. Should you have been
 2 contacted earlier?

3 **A.** I don't believe so, sir, no.

4 **Q.** We've heard about the Golden Hour and how important that
 5 is. That had all but finished by the time you were
 6 contacted. Again, was it right to have left it that
 7 long to contact you, in light of that?

8 **A.** It's not the role of the Gold Commander or the Chief
 9 Officer to coordinate activities during the Golden Hour.
 10 That is activity I would expect to have been coordinated
 11 through a combination of the Force Incident Manager, the
 12 Response Policing Inspector on the ground, and the
 13 Detective Inspector, so the senior detective, who we
 14 have on duty throughout the course of the evening, and
 15 that indeed was one of the things that I checked at the
 16 point I was called at 5.01. So in that first hour, sir,
 17 it was receiving the response that I would have expected
 18 to have done.

19 **Q.** So that's Chief Inspector Mather as the FIM, Inspector
 20 Shaw, and DI Dowson?

21 **A.** That's correct, sir. And in between that is
 22 a superintendent, so we have a superintendent on call
 23 who acts essentially as a silver commander in the event
 24 that one would be needed, and although perhaps I wasn't
 25 aware at that time, I later learnt that the Silver

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1 make?

2 **A.** So I think, at the point that the call was received into
 3 the control room, given that the witnesses, at least one
 4 anyway, described what they had seen as a robbery, at
 5 that point I believe it was the right one to make.
 6 I think at the point anybody had seen the footage, then
 7 that instantly tells one, in my opinion at least, that
 8 it was not a robbery.

9 **Q.** Putting the footage to one side, we've also heard about
 10 some unusual features, a male and a female victim, both
 11 students. We've heard about a wallet, jewellery, an
 12 expensive watch still at the scene, and the real
 13 brutality of the injuries. Were you aware of those
 14 features when you were called up at just after 5.00 or
 15 in any other way that it was a particular unusual
 16 attack?

17 **A.** Well, I think that it spoke for itself, sir, that it was
 18 an unusual attack for there to be two victims and for
 19 those victims to be male and female. That in itself, to
 20 me, makes it unusual. But I think the important piece
 21 of evidence is the footage, and when one watches and
 22 studies the footage, and based on my experience, I think
 23 that tells you quite a lot about the nature of the
 24 attack.

25 **Q.** You said -- and we don't need to bring it up but it's

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1 paragraph 73 of your statement -- that your role as
 2 on-call chief officer is a strategic leadership role --
 3 **A.** That's correct.
 4 **Q.** -- providing senior oversight and decision making
 5 support outside of standard working hours. Did
 6 DI Mather ask you for any assistance at that stage when
 7 he called you?
 8 **A.** He didn't ask me for any assistance as such. It was
 9 more a case that he briefed me, and then, as I always
 10 would do, I asked lots of questions about the
 11 circumstances of the incident.
 12 **Q.** Did you have a view as to whether he was coping with the
 13 situation?
 14 **A.** I believed he was coping with the situation at that
 15 point, yes.
 16 **Q.** Reflecting on it now, do you think he was coping with
 17 the situation at that time?
 18 **A.** I haven't seen or heard anything that would indicate to
 19 me that he wasn't coping with it, no.
 20 **Q.** You slightly hesitated in that answer. Is there
 21 something else that you have a view on, insofar as
 22 DI Mather's ability to handle the situation as it
 23 confronted him?
 24 **A.** No, I think I was just wondering about the word
 25 "coping", and -- no, I stand by that, sir. There was

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1 the person who has that strategic leadership role,
 2 should that criticism extend to you, as well?
 3 **A.** I would say to that that during the search activity I'd
 4 not been informed or briefed, and didn't have any
 5 knowledge at all of the search activity that was taking
 6 place. So I think the perhaps logical conclusion to
 7 draw from that is no.
 8 **Q.** No, because reflecting on it, you identify that there is
 9 an issue, there was an issue with the search, and you
 10 weren't consulted on it?
 11 **A.** I have seen in the evidence that the search activity
 12 should have been coordinated more effectively. There's
 13 no question about that. But I think the original
 14 question was: do I think that responsibility extends to
 15 me, and my answer to that is that at the point that the
 16 search activity was taking place, I'd not been briefed
 17 about it, nor informed about it, I had no strategic
 18 oversight of it. Therefore, I think it follows that I
 19 couldn't have had strategic responsibility for it.
 20 **Q.** You were called again at 5.53 and informed about the van
 21 attacks and the declaration of Operation Plato, and the
 22 arrest of VC. We know that the attack on Wayne Birkett
 23 was at 5.23; the attack on Sharon Miller and Marcin
 24 Gawronski was at 5.29. You were called to that second
 25 time at 5.53, after the declaration of Operation Plato,

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1 nothing that indicated to me that he wasn't coping, no.
 2 **Q.** Did he ask for advice on whether firearms support should
 3 be authorised?
 4 **A.** No, he didn't. But if he was thinking about firearms
 5 support, that is something that I would have expected
 6 much, much earlier than that.
 7 **Q.** Was it mentioned? Did he mention, for example, that
 8 PC Speeden had been asking him about whether he would
 9 grant authorisation to use firearms?
 10 **A.** Not to my recollection, no.
 11 **Q.** Did he tell you anything about the search for the
 12 perpetrator? Did he ask you your advice, strategic
 13 advice, on the search?
 14 **A.** He didn't ask for any advice about the search, but
 15 almost an hour on, I would have expected any search that
 16 had taken place to be reaching its conclusion an hour on
 17 from the incident, if it hadn't already.
 18 **Q.** If the conclusion is reached that Chief Inspector Mather
 19 wasn't properly coordinating the response to the
 20 attacks, as Gold Commander, should that also extend to
 21 you?
 22 **A.** I'm not described sure I understand that question, sir.
 23 That's probably me --
 24 **Q.** If the conclusion is that the Force Incident Manager
 25 himself was not properly coordinating the attacks, as

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1 after the arrest of VC. What is your view about the
 2 timing of that second call?
 3 **A.** So I think the purpose of that second call is very
 4 different. Because Operation Plato had been declared,
 5 it means that a firearms deployment had been put into
 6 operation, and that requires the Tactical Firearms
 7 Commander to inform the Strategic Firearms Commander,
 8 and that should be done as soon as is reasonably
 9 practicable. I think, in the context of a Plato
 10 incident, where the threat, on the face of it, is so
 11 high, I don't believe it is unreasonable for the TFC to
 12 have what I would consider to be a relatively short
 13 delay between them giving their firearms authority and
 14 contacting the SFC.
 15 **Q.** Do you consider there to have been a short delay or
 16 something more, given that you were called at 5.53?
 17 **A.** In the context of what was happening, I would say that's
 18 a very reasonable delay.
 19 **Q.** You didn't ultimately attend the force control room
 20 until 6.30. Can you tell us why it took so long, and
 21 whether it was the second call, rather than the first,
 22 that caused you to attend the force control room?
 23 **A.** So after the first call, I think I was on the phone for
 24 around five or six minutes from memory and so I was up
 25 and out of bed at that point. I'd recognised already

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1 the magnitude of what had happened on Ilkeston Road, and
 2 it had been my plan to go into work early that morning,
 3 so ordinarily I arrive at work at 7.30. I live 10 miles
 4 from force headquarters, so about half-an-hour drive.
 5 So I had readied myself to be setting off at around
 6 6.00.

7 So, as it was, when I received the second call at
 8 5.53, I was pretty much ready to go, and so I'd got into
 9 my car, and the other calls that I made from 6.00 am and
 10 thereafter were made in the car on the journey. So
 11 I think, in the circumstances, I think that was the
 12 right decision and I think it would be unfair to
 13 describe it as any kind of delay between the 5.53 call
 14 and the 6.20 arrival, on the basis that it would be
 15 actually impossible for me to get there any more
 16 quickly.

17 **Q.** Sticking with the night itself, as early as 4.20 in the
 18 morning, information was known about Barney's identity,
 19 information about Grace's identity was known shortly
 20 thereafter. Were you aware of that when you were called
 21 at 5.01?

22 **A.** I don't think I was told of the identities at 5.01.
 23 I don't think the names of Grace or Barney were given to
 24 me at 5.01. But I was told that both victims were
 25 believed to be students at that point.

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1 and that is a wrong message.

2 And so yes, I did hear DI Dowson's evidence and
 3 I did hear Detective Superintendent Sanders' evidence
 4 too, and I agree with them both. I agree that Barney
 5 and Grace's parents should have been told sooner but not
 6 if there were even the remotest risk of misinforming
 7 them.

8 **Q.** You have that caveat at the end but, reflecting on what
 9 actually happened, do you think they could have been
 10 told sooner?

11 **A.** I only pause, sir, because I think that's a real
 12 difficult one, because ... because the answer to that
 13 question really is that I would have preferred for them
 14 to have been told sooner but I don't necessarily think
 15 that it follows that they could or even should have been
 16 told sooner.

17 **Q.** Why is that?

18 **A.** Because when DI Dowson and Detective Superintendent
 19 Sanders had their conversation, I'm not sure, because
 20 I wasn't present for that conversation, how certain
 21 either were on identification, and I understand where an
 22 SIO would take a view because I've been an SIO. That's
 23 an area of police work that I've worked in for many
 24 years. That I would want to be absolutely certain, and
 25 then want to make sure that any such message was

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1 **Q.** Did you hear the evidence of DI Dowson in the Inquiry
 2 that her view, certainly as a parent and in a social
 3 media age, that she would have liked to have been told
 4 sooner of the attacks? Did you hear that evidence and
 5 what is your view on that?

6 **A.** Sorry, that who would have liked to have been told
 7 sooner?

8 **Q.** As a parent: the parents of the deceased.

9 **A.** That the parents of the deceased --

10 **Q.** So DI Dowson's evidence was essentially stepping into
 11 their shoes.

12 **A.** Yes.

13 **Q.** "I would like to have been told earlier"?

14 **A.** I completely agree with that avenue, that I think the
 15 parents of Barney and Grace should have been told just
 16 as soon as was humanly possible and I completely
 17 understand the impact of them not having been. However,
 18 there is always a balance to be struck and one of the
 19 areas of police work that I've worked in for many years
 20 is disaster victim identification and, as a DVI lead in
 21 the force, one of the thoughts that's ingrained in me is
 22 the Clarke principles. And those principles are really
 23 clear that we must, at all cost, avoid mistaken
 24 identity, and it's my opinion that there's only one
 25 thing that's worse than a delayed message of this nature

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1 delivered in the right way, and by the right person.

2 **Q.** In terms of certainty, though, I mean IDs were found
 3 pretty early on, was that really an issue?

4 **A.** Well, I think if you study where the identification was
 5 found, it is a strong indication, I agree with that, but
 6 I don't think it is tantamount to confirmation of ID,
 7 no.

8 **Q.** I want to move on, then, to the evidence the Inquiry has
 9 heard about the attacks themselves. You have addressed
 10 in your witness statement several statements that were
 11 made in the media by yourself after the attacks, and
 12 perhaps we could bring on to screen paragraph 1371.
 13 This is the first of the statements that was made by
 14 yourself, and I'll just read it out. It says:

15 "Yes, I think the first thing to say is that three
 16 people lost their life, but three other people nearly
 17 lost theirs too. It's about six victims and not three.
 18 But each dreadful, dreadful cases. And you know, we
 19 look back and I look back. I've led this policing
 20 response from the night on June the 13th and we've
 21 looked back and poured over. I'm absolutely confident
 22 that there was nothing that we could have done. It, it,
 23 we couldn't have changed the way that we responded at
 24 any point that would have stopped any of those incidents
 25 happening on that night."

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1 You've said in your statement that that was overly
2 definitive and potentially dismissive, and I think
3 you've suggested another form of words slightly lower
4 down, if we scroll down to 1374, please.

5 **A.** Sorry, sir, am I able to -- oh somebody is scrolling for
6 me.

7 **Q.** Don't worry. That's fine. 1374. That's page 315.

8 At the time that you wrote this statement, you had
9 suggested a different form of words. It's at the bottom
10 of this page. The next page. At the bottom of the next
11 page. You say:

12 "In hindsight, I believe a more appropriate way to
13 express it would have been to say: 'Based on everything
14 I know, and the actions taken on the night, I believe
15 our response was appropriate. With the benefit of
16 hindsight, it's always right to reflect on whether
17 anything could have been done differently, but I am not
18 aware of any specific point where a change in our
19 approach would have prevented those incidents'."

20 Then you address a second statement within your
21 witness statement and that's at paragraph 14427,
22 page 326.

23 This is again, I think this was the same media
24 interviews at ITV; is that right?

25 **A.** Can I just take a moment to read?

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1 are words that I regret, yes, and I want to say again
2 that I'm so, so sorry about that. There are many parts
3 of those statements that I believe are true. It was the
4 tone and the choice of the words and the lack of empathy
5 that is what I really reflect on, and I apologise for
6 that again.

7 **Q.** But in terms of let's take the search, for example.
8 We've heard officers, bronze commander, the operational
9 firearms commander, not being passed messages about VC's
10 location. In particular, travelling up Hopedale Close,
11 which in fact turned out to be right. We've heard about
12 an absence of coordination by the force incident manager
13 in respect of the search, no zoning, no proper liaison
14 with the council's CCTV operators, no helicopter
15 request, not even a drone in the air. We've seen on the
16 maps the focus on the cathedral area and the bridge
17 area, and not the equivalent resources north of
18 Ilkeston Road.

19 We've heard about repeated requests from the
20 operational firearms commander for armed authority and
21 his belief that this could have led to improved
22 organisation on the ground, and a more coordinated
23 search.

24 Bearing all of those in mind, do you consider that
25 even your proposed rewording in your statement doesn't

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1 **Q.** Absolutely. I'll read it. You say:

2 "Well, it was desperate yes, in terms of geography
3 we but also in terms of time. So the attacks on Barnaby
4 and Grace 4.00 am and then the defendant walks away on
5 foot and for all intent and purposes disappears. And
6 the next time you see him is almost a mile away and an
7 hour later. And then the incidents on Milton Street and
8 Parliament Street and later we learned on, on
9 Magdala Road, you know, they were a long way away in
10 terms of time. And as I say, geography is so very
11 difficult you know to have done anything differently,
12 but as I say, we constantly debrief these types of
13 operations. We've poured over the detail. We've poured
14 over the way that we responded, the way that we started
15 that investigation from the outset, and you know I'm
16 really confident that everything that we did was
17 thorough and professional. I wouldn't have looked to
18 have changed anything and tragically, we couldn't have
19 stop any of what happened ..."

20 You again, within your witness statement, recognise
21 that that may have come across as overly-definitive and
22 lacking in empathy; is that right?

23 **A.** Yes, sir, that is right. And when I reflect on it now,
24 and I can see the impact that those words are likely to
25 have on the bereaved families and the survivors. They

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1 fairly reflect some of the issues experienced in the
2 response?

3 **A.** I think there's a lot to unpack there, sir, and so
4 this answer may be longer than perhaps we'd hope for.
5 So I hadn't realised, at the time of making this
6 statement, but have now realised, as a result of
7 undertaking the exercise of the forensic review that has
8 taken place and then indeed watching the evidence as
9 part of the Inquiry, that the coordination of that
10 search activity should have been better. There is no
11 question about that.

12 But there was extensive search activity and I can
13 understand that there are other perspectives on this --
14 of course there are -- and when I talked in this
15 interview about poring over it, I have pored over it
16 with others countless, countless times, questioning: why
17 didn't we catch him?

18 But when you study it really carefully, and I have
19 done that, it becomes more obvious. And I say that
20 because we originally thought, based on the information
21 available to us, that he'd gone up Ilkeston Road towards
22 the city. We know, of course, now that that is
23 inaccurate. What we know, because we learn it at around
24 4.19 or maybe 4.20, and subject to -- I think it's
25 4.19 -- that VC has possibly gone into the Hopedale

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1 Close area, and we know of course now that he did.
 2 If you follow his route from there, Hopedale, Riffe,
 3 Croydon, probably down the alleyway on Lonsdale on to
 4 Hartley, he then, really curiously, travels along
 5 Churchill Lane on to Prospect, which takes him around an
 6 industrial estate. And then he almost doubles back into
 7 Player, down Player to Brook Court. We know about his
 8 time at Brook Court. He arrives there at 04.15. So
 9 he's at Brook Court, which is more than half a mile away
 10 from Ilkeston Road, at a time before there'd been any
 11 indication that he'd travelled on to Hopedale Close.
 12 And on that part of the journey, there is no local
 13 authority CCTV.

14 That could have been accessible to us on the night.
 15 And then he disappears into Brook Court for six minutes,
 16 he's there from 04.15 to 04.21, as we know, and then he
 17 goes to Alfreton Road, he does pass under local
 18 authority CCTV there. There is a fleeting glimpse of
 19 him, it's through trees, it's not very clear, on to
 20 Firmin Street. He walks down to Birkin Avenue, and
 21 turns left towards Gregory Boulevard but loops back and
 22 then down Holland, where he is caught for a moment again
 23 from a distance, on CCTV. And, thereafter, he crosses
 24 Radford Road and through the estate on the opposite side
 25 of Radford Road before emerging from Maple Street, and

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1 been zoning, when you enter Hopedale Close from Ilkeston
 2 Road and walk the route that we know he did, just in
 3 that one small section alone there are 15 opportunities
 4 to turn left or right along that very small part of his
 5 journey. And every time one turns, then the
 6 permutations of where he might have gone increase and so
 7 I'm just trying to be helpful, and give that context.

8 **Q.** Therefore, your evidence is essentially that zoning may
 9 not have assisted because he may have gone somewhere
 10 else. We still have helicopter; we still have drones.
 11 You have the sun starting to rise: single individual all
 12 in black walking around the areas that we've seen.
 13 I mean, is it really your evidence that a more effective
 14 search would not have improved the odds of finding VC?

15 **A.** No, that's not my evidence, sir, no. No, that's not my
 16 evidence. My evidence is that of course I accept that
 17 had the search been more coordinated, that it might have
 18 improved, and it is only a "might have" improved,
 19 because I have to follow that through with any
 20 coordination of a search prior to 04.19 should have been
 21 east up Ilkeston Road because the information and the
 22 intelligence at that point was that that is where he had
 23 gone.

24 At the point that information changes, and it
 25 becomes possible that in actual fact he's gone to the

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1 it's my memory that the cameras on Radford Road weren't
 2 working that night and I can't be sure about that but
 3 that is a conversation I seem to remember. He doesn't
 4 pass another local authority camera until 4.41 when he
 5 is at the far end of Gregory Boulevard, at which point
 6 he's almost a mile and a half away.

7 And so when I reflect on all of that, I can
 8 understand now why we didn't find him.

9 **Q.** That's a different question, though, isn't it? I mean,
 10 your focus there is on things like council CCTV but,
 11 overall, there was, as you've accepted, a lack of
 12 effective coordination of the search. There was no
 13 zoning, there was no helicopter, there were no drones.
 14 Bearing all of that in mind, you can of course never say
 15 whether it would have resulted in finding VC, but the
 16 odds of finding him would have been improved had a more
 17 effective search been undertaken, wouldn't it?

18 **A.** I think it's possible, yes. But --

19 **Q.** In light of that --

20 **A.** Sorry, sir, just to finish the answer. I think it's
 21 possible but I think it is really important to
 22 understand the context, and I hope I wasn't being
 23 unhelpful, Chair, in what was a long answer, but I was
 24 trying to address the points that you raised, sir.
 25 I think, when one considers alone that, even if they'd

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1 north up Hopedale Close, to start to zone the search
 2 activity in that area at that point, I'm just trying to
 3 explain there the benefit of that would have been
 4 limited by virtue only of the fact that he was already
 5 a long way away by then. He was already crossing
 6 Alfreton Road and into what is actually a different area
 7 of the city.

8 **Q.** Zoning, though, wouldn't involve sending all officers in
 9 one direction. The very purpose of zoning would be to
 10 segment the city, so that you're searching different
 11 areas. Combining that with a helicopter, combining that
 12 with a drone, there could have been a more effective
 13 search, which I think was your evidence --

14 **A.** I might -- sir, to be absolutely clear, my evidence is
 15 the search activity should have been more coordinated.

16 **Q.** In light of that, statements such as "I wouldn't have
 17 looked to have changed anything" were not only poorly
 18 phrased but, on reflection, wrong?

19 **A.** I completely agree that, when I made the statement,
 20 I wouldn't have looked to have changed anything.
 21 I agree. Now, I know that the coordination of the
 22 search activity was not as good, as efficient, as it
 23 should have been, I would of course looked to have
 24 changed that.

25 **Q.** Thank you. Can we please bring on to screen

24

1 NGPF0006735, please. You'll be familiar with this
2 email, this was the draft lines to take "Op Hendrix
3 Press Release" that was sent to you on 16 January 2024.
4 If we go over, please, to page 11, this is the 91
5 minutes from call to cuffs question. So the draft
6 question was:

7 "Why did it take so long to locate [VC] -- there is
8 a large time gap between Barnaby and Grace's death and
9 Ian's death? How did you piece together it was the same
10 offender?"

11 The proposed answer:

12 "We initially thought we had an isolated incident on
13 Ilkeston Road, a potential robbery gone wrong, and it
14 became clear as the investigation progressed at speed
15 this was part of something far wider. Armed officers
16 deployed 91 minutes from call to cuffs -- caught the
17 suspect before even more life could have been lost."

18 Who drafted the words in red?

- 19 **A.** I'm just reading it back, so excuse me a second. Sorry,
20 the words in red were written by a Comms Officer.
21 **Q.** Thank you. "91 minutes from call to cuffs": in light of
22 the fact, as we've just been discussing, looking at
23 that, that's probably not, in fact, something that the
24 police should be proud of; do you agree with that?
25 I mean, in reality, it took the killing of Ian Coates,

25

1 page 3, we can see on the third paragraph, it says:

2 "Officers managed to track down the van and arrest
3 [VC] in Bentinck Road at 5.35 am -- 91 minutes after the
4 first 999 call."

5 It sounds, from that final press release, that the
6 91-minute period is being used there to suggest that his
7 arrest was as a result of great police action rather
8 than as a result of having mowed down pedestrians in the
9 city centre; would you agree with that?

- 10 **A.** Would you mind, sir, please asking that again, please?
11 **Q.** Reference there to the 91 minutes, that's how it was
12 ultimately formulated in the press release?
13 **A.** Yeah.
14 **Q.** It sounds like it is as a result of great police action,
15 when in fact we know that he was arrested in Bentinck
16 Road as a result of --
17 **A.** Yeah.
18 **Q.** -- having mowed down pedestrians in the city centre?
19 **A.** Yeah, I can understand that that is the way that that
20 could be interpreted, and if it is interpreted that way
21 then I just wanted to be clear that that was never our
22 or my intention. It was never designed to indicate that
23 he was arrested as -- to use your words, sir -- great
24 police work. But I do believe it gives an important
25 context to the events of the evening.

27

1 the stealing of his van and using it to attack
2 pedestrians for the offender to be located and arrested.
3 Reflecting on that, do you think 91 minutes, in fact, is
4 not something to be proud of?

- 5 **A.** I don't think it's something that we should be proud of,
6 no. But I do think there is a relevance to it when you
7 consider all of what I've said about the prospect of
8 identifying him or capturing him between arrival at
9 04:08 and the attack on Ian at 5.14.
10 **Q.** I mean, the 91-minute period, though, that wasn't as a
11 result of searching over 91 minutes and finding the
12 perpetrator; it was a result of the fact that a van had
13 been driven into pedestrians in the city centre, calls
14 had then come in, and then thereafter, the van was
15 stopped and VC was arrested.

16 In light of that, do you think actually focusing on
17 91 minutes may make the police sound good but in fact
18 it's a much shorter period, isn't it, since the calls
19 came in relating to the attacks on pedestrians in the
20 city centre?

- 21 **A.** I can agree with that perspective, yes. But it very
22 definitely wasn't designed to make the police look good.
23 **Q.** If we turn to NGPF0007935, please. This is the final
24 press release. Although the collars to cuffs -- collar
25 to cuffs -- call to cuffs message has been removed, at

26

- 1 **Q.** If we could please turn to NGPF0007798. This is the
2 Gold Group meeting on 14 June, so the day after the
3 attacks. It has your name there on the left-hand side,
4 amongst others. Can we please turn to page 6. At the
5 bottom of page 6, item 12 is the "Comms Strategy". Over
6 the page, please, it says:

7 "As an overriding consideration, comms will be
8 agreed with the families and the CC before it goes out
9 ..."

10 Is that chief constable, CC?

- 11 **A.** Sorry, I'm just reading. "CC" is the chief constable,
12 yes.
13 **Q.** So:
14 "... comms will be agreed with the families and the
15 CC before it goes out to communities and stakeholders
16 and finally out to a wider audience. The family part is
17 a necessary delay as they are the most important people
18 within this and it is vital that we get it right with
19 them."
20 Were those your words or somebody else's?
21 **A.** They were my words, yes.
22 **Q.** Now, the examples that I've just given you, admittedly
23 some way after this, those were from January 2024, those
24 articles and also not just an article but also the ITV
25 news interview that you gave in January of 2024. Are we

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1 right to understand that in fact those weren't agreed in
 2 advance with the families?
 3 **A.** The releases in January --
 4 **Q.** Yes.
 5 **A.** -- were not agreed with the families in advance, no.
 6 **Q.** Looking back, if you were going to give such definitive
 7 public lines that we've already been looking at this
 8 morning, do you think it would have been better to have
 9 liaised with the families first?
 10 **A.** Yes, I agree. It would have been, yes.
 11 **Q.** When you refer to families there, are you just talking
 12 about the families of the bereaved or are you also
 13 including the survivors?
 14 **A.** I'm very definitely including the survivors, yeah. I
 15 used the word "family" to incorporate the bereaved
 16 families and also the survivors and the families of the
 17 survivors, yes.
 18 **Q.** Again, when you say it would have been better to have
 19 liaised with them in advance of those later January 2024
 20 releases, do you include the survivors in that?
 21 **A.** Yes, I do.
 22 **Q.** Reflecting more broadly -- and we'll come to more
 23 examples -- was there a failure to realise that those --
 24 how those kinds of statements might affect the bereaved
 25 and the survivors?

29

1 investigation is required in relation to the efforts
 2 made to arrest him and the risks posed. This was for
 3 the assault [on the] emergency worker when being
 4 detained for mental health reasons by Police Officers.
 5 [Hayley Williams] noted that he has been engaging with
 6 his mental health worker since then and that details
 7 would be included in the scoping document."
 8 Then it has an action point:
 9 "Action: [Detective Superintendent] Williams to
 10 include, as part of the scope, details of the suspect's
 11 arrest, [failure to attend] and efforts to arrest
 12 thereafter."
 13 You've said in your witness statement that Detective
 14 Superintendent Williams provided an update in the second
 15 Gold Group meeting but also a written document,
 16 a written summary; is that right?
 17 **A.** That is right, yes.
 18 **Q.** If we could please bring up on to screen NGPF0007820, is
 19 this the document that she produced? I think you can
 20 take it from me, we can look at the final page, it's
 21 page 4, it has her sign-off at the bottom.
 22 So if we turn back to page 1, is this what you had
 23 in mind when you referred to the summary that she
 24 produced?
 25 **A.** That's correct, yes.

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1 **A.** Yes, I think there was -- and I've thought about that
 2 a lot, and continue to -- and I can -- I can see, and
 3 I saw on the day of sentence, the hurt that I've caused,
 4 which was quite the opposite of my intention. And
 5 I know I've said it in my witness statement but I've
 6 never had the opportunity to say it to the families that
 7 I'm so, so sorry about that.
 8 **Q.** Thank you. I'll move on to a new topic, unless you want
 9 to say anything else on that?
 10 **A.** No, thank you.
 11 **Q.** That is the police systems NICHE and the PNC system.
 12 Can we please bring up on to screen NGPF0007796. This
 13 is the first meeting of the Gold Group, I think, on
 14 13 June at 11.30; is that right?
 15 **A.** Yes, it is, yes.
 16 **Q.** Then if we please could turn to page 4, about three
 17 quarters of the way down, there's a reference to HW --
 18 yes, thank you very much.
 19 "HW", I think, is Detective Superintendent Hayley
 20 Williams; is that right?
 21 **A.** That's correct, yes.
 22 **Q.** I'll just read to you what it says here, it says:
 23 "HW pointed out that the suspect was potentially
 24 wanted as he had failed to appear in September 2022 from
 25 a 2021 arrest. This needs to be confirmed and an

30

1 **Q.** I'll just take you through what she had found by that
 2 time, so this is around the time of the second Gold
 3 Group meeting:
 4 "24/05/2020 ...
 5 "IP has jump out of first floor flat window after an
 6 unknown person was kicking [on her] front door ..."
 7 So this is reference to a single incident on 24 May,
 8 the incident that we know the victim as Feven.
 9 **A.** That's correct, yes.
 10 **Q.** Then over the page --
 11 **A.** Sorry, sir. That document is talking about two
 12 incidents, Feven being the second incident.
 13 **Q.** Absolutely, although, as we'll come to, if we look at
 14 this reference here, if we scroll up, previous police
 15 contact, it's not at all clear there that there were two
 16 incidents, is it?
 17 **A.** Well, it's clear to me, sir, because there are two NICHE
 18 numbers at the top. I agree, though, that in the
 19 description it doesn't make clear that there are two
 20 incidents, but you can see at the top there are two
 21 different NICHE numbers which I took to mean that
 22 there'd been two incidents.
 23 **Q.** Did you take that at the time or was that just on
 24 further reflection?
 25 **A.** Yeah, I'm not so sure I did at the time, no.

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1 Q. No. Because, I mean, there's no reference there to
 2 another incident of --
 3 A. That's correct --
 4 Q. -- (overspeaking) --
 5 A. That's correct, yes, apologies.
 6 Q. If we scroll over the page, 13 July 2020 and that
 7 section 136 detention.
 8 A. Yes.
 9 Q. 18 January, that's when he is said to have held two
 10 flatmates hostage in the flat and not let them go.
 11 31 May 2021, that's when he attended MI5?
 12 A. Sorry, sir, to interrupt, but I think the date is wrong
 13 there, isn't it? The intel report I think should read
 14 18 January 2022.
 15 Q. Thank you. 18 August 2021 refers to speeding offences.
 16 A. Yes.
 17 Q. 3 September 2021 is the assault on PC Pritchard?
 18 A. Yes.
 19 Q. Over the page, please, 15 January 2022, we have the
 20 headlock incident.
 21 A. Yeah.
 22 Q. 22nd --
 23 A. Yes, which I think is the same incident that has been
 24 described previously.
 25 Q. Thank you. So --

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1 Q. Grabbing Sebastian a former flatmate in 2021?
 2 A. Yes.
 3 Q. Following him home in April 2022, and a further report
 4 by Sebastian in July 2022?
 5 A. Yes.
 6 Q. Those latter three involved essentially fixation on
 7 somebody who was a university student and some degree of
 8 violence. Why do you think they weren't identifiable at
 9 the time of this research?
 10 A. I can't explain that, sir.
 11 Q. I mean, we've been told about officers now being trained
 12 in NICHE and the PNC to make effective checks. Here we
 13 have a detective superintendent in the context of
 14 a murder investigation, this is no criticism of her, but
 15 how is it that even carrying out this audit essentially
 16 of previous incidents, do those stalking incidents, that
 17 first report in Brook House, why is it that they are not
 18 easily identified on the police systems?
 19 A. I really don't know because it is actually a relatively
 20 straightforward check. One possible explanation is that
 21 if the data that had been inputted for some of those
 22 incidents that had been missed was inaccurate, then it
 23 might not pull it back. But I would still expect it to,
 24 even if you were to use a name only.
 25 So if one were to put "VC" into NICHE, then it

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1 A. Headlock and hostage incident, I think -- I now know,
 2 same incident.
 3 Q. Refusing to allow --
 4 A. Yes.
 5 Q. -- those present to leave?
 6 A. Correct, yes.
 7 Q. 22 September, the failure to attend the Magistrates'
 8 Court. 23 September, the warrant -- I'll read this
 9 23 September incident it says:
 10 "... assigns warrant to inbox NH540 (Notts wanted
 11 city central) where it remains unactioned until VC's
 12 arrest for murder ... (It is currently one of 282
 13 warrants in that inbox and potentially one of
 14 approximately 1000 unactioned warrants in various niche
 15 boxes across the force - see detail in related warrants
 16 email sent earlier)."
 17 I'm going to take you to that email in due course.
 18 A. Yes.
 19 Q. We then go down and we can see the 23 September:
 20 "Discharged by the early intervention and psychosis
 21 team."
 22 5 May, that's the Arvato incident. Now, what is
 23 missing from this analysis, as we've established, is
 24 that first report in relation to Brook Court.
 25 A. Yes.

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1 should bring all of the incidents back. I don't
 2 understand, and I can't explain, I don't know who did
 3 that check at the time. I very quickly, after this
 4 point or not -- actually not all that quickly, but in
 5 the weeks and months that followed, where this same work
 6 was undertaken by intelligence operatives who are
 7 experts on research and systems, they were able to
 8 construct what I would describe as a fairly
 9 comprehensive chronology of incidents that included all
 10 of those and including the ones that you've just
 11 described.
 12 Q. Looking back, it shouldn't really take an intelligence
 13 expert, should it, to be able to identify those stalking
 14 incidents?
 15 A. No, I don't think so, no.
 16 Q. We're going to see in due course press lines which are
 17 suggestive of the mental health services rather than the
 18 police having the main interactions with VC. Looking at
 19 all of those previous incidents that we have here, and
 20 also added to that, the first Brook Court incident, the
 21 three incidents involving Sebastian, he did seem to have
 22 quite a history with the police; would you accept that?
 23 A. He had a history with the police, yes, very definitely,
 24 yeah.
 25 Q. Quite a significant -- I mean, quite a number of

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1 recorded incidents, some of them involving violence,
 2 some involving quite serious violence.
 3 **A.** (Pause) So if I -- so yes, he did over those
 4 three years, have a number of incidents that involved
 5 police interaction and one of them, in my opinion -- and
 6 again, I stress that there are different perspectives on
 7 this, of course there are, and I understand those
 8 perspectives, and respect those perspectives. I really
 9 do respect those perspectives. But in my opinion, only
 10 one incident of -- in the previous interactions I'm
 11 talking about -- only one incident of serious violence
 12 and that's the incident I've referred to as incident 2
 13 with Feven.
 14 **Q.** So that's --
 15 **A.** And -- sorry to interrupt -- but for all of those
 16 encounters, in my opinion are characterised and bear the
 17 hallmarks of mental health incidents. And I think that
 18 that is an important thing to say when trying to
 19 articulate the context over that three-year period.
 20 **Q.** The assault on the police officer, have you watched that
 21 video?
 22 **A.** I have watched that video, sir, yes.
 23 **Q.** That is quite a violent incident; is it not?
 24 **A.** It is violent, sir, yes.
 25 **Q.** So, in fact, it's not just the Feven incident that

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1 a senior police officer who has 30 years of policing
 2 experience working in the areas that I do, I think it is
 3 inaccurate to describe that incident as serious
 4 violence.
 5 **Q.** Okay, but if we step back, looking at this email,
 6 looking at the number of incidents, the Feven incident,
 7 the officers say, was being treated as a GBH and I think
 8 in your witness statement you say it should have been
 9 treated as a GBH?
 10 **A.** I completely agree with that, yes.
 11 **Q.** The assault on PC Pritchard which, as you've said, is an
 12 either-way offence, in other words it could have gone to
 13 the Crown Court. It was sufficiently serious for it to
 14 be treated -- as a matter of law, to be dealt with in
 15 the Crown Court. So those are two not Magistrates'
 16 Court matters. Then we have a number of different
 17 offences, a pattern of offences.
 18 Looking back at that he has, would you accept, quite
 19 a history, not just with mental health services but also
 20 quite a history with the police?
 21 **A.** I agree that he has quite a history with the police.
 22 What I'm trying to articulate is that that history is of
 23 primarily summary-only offences. There are two
 24 either-way offences: Feven and Barney Pritchard,
 25 either-way offences.

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1 involves serious violence? At least the attack on the
 2 police officer involved --
 3 **A.** --
 4 **Q.** -- a number of officers struggling with VC, didn't it?
 5 **A.** It involved a number of officers, yes. It involved
 6 struggling with those officers, yes. It involved
 7 a very, very unpleasant attack on one of my officers,
 8 and of course, therefore, I and we, as an organisation,
 9 take that really seriously.
 10 But I'm afraid to say -- and I appreciate that this
 11 is a controversial point -- but when one looks at the
 12 spectrum of seriousness of violence, and when one
 13 considers that, in law, there are only really three
 14 tiers of offences -- that, by the way, that's not my
 15 opinion, that, I think, is fact -- there are offences
 16 that are indictable only, there are offences that are
 17 either-way offences, and there are offences that are
 18 summary-only offences.
 19 The incident with Barney Pritchard is an assault
 20 emergency worker, which is an either-way offence, and in
 21 the context of the type and extent of injury that we as
 22 police officers see all of the time, when I put those
 23 two things together, in my opinion -- and I know I keep
 24 stressing this point which I am doing absolutely
 25 deliberately -- that I am looking through the lens of

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1 **Q.** Yes.
 2 **A.** The others, summary-only offences, and all of those
 3 offences, including Feven and Pritchard, in my opinion,
 4 bore the hallmarks of mental health.
 5 **Q.** Yes. I'd like to, in that context, then, look at the
 6 issue of the failure to appear warrant. If we could
 7 please bring up on to screen NGPF007844. This is the
 8 email relating to the number of warrants that were
 9 outstanding at the time. We see there in the middle
 10 email Detective Superintendent Williams is sending you
 11 the scoping that appears to have uncovered with the
 12 warrants.
 13 If we turn over the page, we can see the content of
 14 that email. The author says as follows:
 15 "The inbox we are looking at - Notts wanted city
 16 central #NH540 - currently has 282 warrant circulation
 17 tasks live with the earliest one being from 2017 - this
 18 suggests they have never been looked at since the
 19 changeover to Niche. I am unsure if all are left
 20 unlooked at because essentially all will be linked to
 21 jobs that actually may have been actioned by the OIC if
 22 they have been keeping an eye on the tasks for that case
 23 - I fear however some do not and therefore a lot will be
 24 missed."
 25 Just pausing there, there's a reference to the some

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1 of them potentially being actioned by the Officer in the
 2 Case. Is it your view that it is part of an Officer in
 3 the Case's job to keep an eye out on the progress of
 4 cases that fall within their cases?
 5 **A.** Yes.
 6 **Q.** So I don't know if you heard PC Myers' evidence and his
 7 suggestion that, essentially, it wasn't part of his job
 8 to keep on checking the progress of the warrant. What
 9 is your view on that?
 10 **A.** My view is that he should have done.
 11 **Q.** Then it says:
 12 "Another consideration is that once the warrant has
 13 been executed the task should be completed and sent to
 14 PNC ... which if the tasks are still live suggests, at
 15 the very least the PNC is not up to date even if the
 16 warrants have been executed, as the tasks have not been
 17 sent back to finalise. Worst case scenario is that all
 18 282 are outstanding people on warrant.
 19 "I looked into the others and found the following
 20 ..."
 21 Are these all different locations then within
 22 Nottingham, these references?
 23 **A.** Yes, they are. So each geographic area had its own
 24 inbox -- and that is a reference to those other inboxes.
 25 **Q.** There's analysis there of a number of live warrants,

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1 **A.** So if we take today, the overall number of outstanding
 2 warrants, and we know now that they are warrants as
 3 distinct from, frankly, the unclear picture here,
 4 because these are a combination of warrants and tasks,
 5 we know now because of our system, that there are,
 6 today, 565 outstanding warrants in total across the
 7 force and in the inbox that we're referring to here,
 8 known as Notts Central, that figure today is 80, as
 9 compared to 282. And perhaps more important than that
 10 is that I know that because that headline figure of 565
 11 is front and centre now on what we call our daily
 12 management meeting document, so that every middle
 13 manager in the force, every single day, can see that
 14 figure, such now is the focus.
 15 **Q.** So at the time this was received, such significant news
 16 that it warranted an entire change to the approach?
 17 **A.** Yes, it did.
 18 **Q.** Can we please turn to NGPF0007787. These are your
 19 handwritten notes, and I'd like to turn to page 17.
 20 These are your handwritten notes from the Gold
 21 meeting of 16 June. Could you please just read them to
 22 us?
 23 **A.** So it says at the top "Gold Meeting", and then it says
 24 "Convos with Sando", which means conversations with
 25 Leigh Sanders:

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1 some dating back to 2017, some 2018, one area has 120
 2 live warrants, a large number of warrants. Then the
 3 author says:
 4 "The above suggests to me that only a handful of the
 5 boxes get monitored and others never do.
 6 "Deb tells me her line manager is Lesley Holiday in
 7 PNC and they come under Janet Carlin in Criminal
 8 Justice. Deb tells me that she currently has over 1,000
 9 'initiated tasks', which means warrants she has sent out
 10 for people to deal and she was told a while ago (by whom
 11 she cannot remember) just to leave them as it would be
 12 impossible for her to keep on top of and chase."
 13 If we scroll down, it says:
 14 "This means we may have over 1000 warrants
 15 outstanding!"
 16 That, is on any view, quite shocking statistics,
 17 isn't it?
 18 **A.** Yes, it is.
 19 **Q.** At the time, was that big news internally within the
 20 force?
 21 **A.** Yes, it was.
 22 **Q.** Could we -- I will, at the end of today's evidence, come
 23 to ask you whether that has been dramatically reduced or
 24 not. If you can give a quick answer to that now, then
 25 please do.

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1 "Re growing concerns about leak to media and being
 2 alerted to the fact that media know about the suspect's
 3 warrant and likely to report it. Agree 2 things, (1)
 4 accelerate charging decision with CPS to prevent media
 5 from ..."
 6 I can't read what that word is, I apologise:
 7 "... from [something] to report matters that might
 8 damage/prejudice the case and more [importantly] (2)
 9 make contact with families to update. This [equals] not
 10 ideal, but will not risk family learning this from
 11 media. Better [equals] personal visit and explanation,
 12 but must [underlined] update the warrant before [it is]
 13 in news!!"
 14 **Q.** You've addressed this in your witness statement.
 15 Perhaps that could be brought up to screen on page 151.
 16 It's paragraph 652 and 653. You say:
 17 "I recorded in my Gold Log that several
 18 conversations have taken place between myself and the
 19 SIO on the afternoon of [the 16th]. During that time,
 20 I had placed pressure on the SIO to accelerate the
 21 charging decision, as I was becoming increasingly
 22 concerned about information being leaked to media
 23 outlets from within our organisation. It had become
 24 apparent that several sensitive matters had been
 25 disclosed [through] the week, including, notably, VC's

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1 visit to MI5, and that afternoon it appeared that
2 information about the warrant had also been leaked.

3 "I was particularly concerned that if the existence
4 of the warrant were to be revealed in the media before
5 the families had been informed, it would undermine my
6 clear objective of ensuring that they did not learn any
7 details about the investigation from external sources.

8 I had made it clear earlier in the week that the
9 information about the warrant must be shared with the
10 families before or at the point of charge, as there was
11 a real risk they could otherwise hear about it during
12 any announcement in court the following morning."

13 Why did you understand the SIO, Leigh Sanders, to be
14 reluctant to share that information?

15 **A.** I don't think, at that time -- in fact -- or in fact at
16 any time, really -- that he'd been reluctant to share
17 it. We'd spoken about it in the week. I'd spoken to
18 the family liaison advisor and, in fact, all of the FLOs
19 who I dropped in on -- I think the morning before -- and
20 I just made clear that this is something that the
21 families need to be told before or at the point of
22 charge.

23 **Q.** When you talk of notifying them about the warrant, is it
24 the failure to act on the warrant or is it the wider
25 issue, in fact, that there was this inbox that no one

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1 making that what I was saying there was that sometimes
2 partners or others would be very unhappy that they
3 weren't receiving information that they thought that
4 they ought to, and the media, who were hassling us all
5 week, not surprisingly by the way, but I was very
6 prepared and stand by the decision that stakeholders and
7 the media are going to have to wait because the families
8 need to know first. And if that meant a delay, then
9 that wasn't a delay for the stakeholders and the media
10 that I was sorry for.

11 **Q.** Reflecting on it now and looking back to the information
12 that was passed, was sufficient information passed at
13 the appropriate time, in your view, regarding the
14 warrants?

15 **A.** No.

16 **Q.** Was there any discussion with the CPS about the warrant
17 and about the Arvato incident and whether that would
18 come out in the court hearings and the first appearance?

19 **A.** I don't think there was any conversation about the
20 Arvato incident with the CPS, no. He wasn't charged
21 with that matter, so I can't -- so it's -- it simply
22 wouldn't have come out.

23 **Q.** In terms of the warrant --

24 **A.** The warrant, so the warrant was executed while he was in
25 custody. It follows, therefore, that he would appear

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1 was actioning at all?

2 **A.** It would be -- and I look now through the lens of an
3 SIO -- I would agree that it would be entirely
4 inappropriate to be trying to explain to the families,
5 the bereaved families and the surviving victims at that
6 time, the very complex explanation for why the warrant
7 hadn't been executed.

8 But as an absolute minimum, it was my opinion, not
9 that they ought to have been told but they absolutely
10 needed to have been told, prior to or at the point of
11 charge. And when I say "at the point", I really mean
12 somewhere between charge and VC first appearing in court
13 because, in my opinion, it was highly probable, given
14 that the warrant would have been executed by that point
15 and he was appearing before the court on his charge
16 matters, that that might be referenced, as well. The
17 notion that the families would read or hear first about
18 that, in the newspaper or through some other media
19 outlet, for me, was absolutely unacceptable. And I'd
20 been clear all week that week, and continued to be, my
21 mantra was: families first, families first, families
22 first. And you took me to something earlier, sir, where
23 it said, "I am content for there to be delays sometimes
24 in others finding out".

25 I hope that demonstrates entirely the point that I'm

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1 before the Magistrates' Court on that matter at the same
2 time he had his initial appearance for the charge
3 matters, and because of that -- I mean, when I actually
4 reflect on that, the likelihood of anything being
5 mentioned in court about the warrant is actually pretty
6 slim, even slimmer that it would -- particularly when
7 you consider that on a homicide, the case actually sails
8 straight through the Magistrates' Court and straight to
9 the Crown, and it is light administrative only -- it was
10 unlikely that it would be referenced, but it was
11 something that I simply was not prepared to take the
12 risk about, because I didn't want the families to hear
13 anything at all about this case from any other source
14 other than us.

15 **Q.** You've addressed this in your witness statement.
16 Perhaps we could bring that up, it's page 178, before we
17 break.

18 It's paragraph 758-759. And you've said:

19 "I discussed concerns with the SIO about potential
20 media leaks and the importance of informing families
21 about the warrant before any public disclosure.
22 Although [the] direction was unusual, I felt it
23 necessary to protect the families from learning
24 sensitive and potentially upsetting details through
25 external sources. The families were subsequently

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1 briefed and I recorded this in my Gold log.
 2 "Although I did not record it in my Gold log,
 3 I recall, as part of that discussion, we also discussed
 4 the Leicestershire incident, during which I reiterated
 5 my view that the families should be informed prior to
 6 any charging decision. The SIO did not share this view,
 7 explaining that there had been no evidence of
 8 information leaks in relation to the Leicestershire ...
 9 assaults, and that those Leicestershire assaults would
 10 not be referenced in the upcoming court hearing in any
 11 event, as they were not part of the charges. He felt
 12 that delaying disclosure of Leicestershire assaults to
 13 the families would allow for a more considered and
 14 sensitive approach, which as explained earlier, would
 15 have been his preferred approach in relation to the ...
 16 warrant."
 17 To what extent is the issue of public disclosure
 18 driving the issue of disclosure to families here, rather
 19 than just taking an independent view as to whether the
 20 families should be informed of something?
 21 **A.** The SIO, Leigh Sanders, was obviously and understandably
 22 thoughtful about when and where and by whom these
 23 matters ought to be shared with the family, and
 24 I completely agree with him that this is the wrong time,
 25 really. Because as an SIO, we would think really

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1 and when.
 2 **THE CHAIR:** Yes, thank you. We'll take a break now until
 3 11.50, thank you.
 4 **(11.32 am)**
 5 **(A short break)**
 6 **(11.50 am)**
 7 **THE CHAIR:** Yes, Mr Blake.
 8 **MR BLAKE:** Thank you.
 9 Sticking with the issue of the warrant for VC's
 10 arrest can we go back, please, to NGPF0007787, and these
 11 are your notes. If we could turn, please, to page 20.
 12 This is an entry of the Gold catch-up, 23 November 2023.
 13 You've addressed this in your statement, halfway
 14 down that entry, we can see it says:
 15 "Info re W [equals] Shared."
 16 What did you understand that to be?
 17 **A.** I was -- I had been reassured at that point that the
 18 information about the warrant had been shared with the
 19 families of the bereaved and the surviving victims.
 20 **Q.** Was that by Leigh Sanders?
 21 **A.** Yes.
 22 **Q.** That entry is very brief. What did you understand had
 23 been shared: the existence of the warrant or information
 24 regarding the inaction on the warrants that we've
 25 already discussed?

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1 carefully about delivering difficult messages like this
 2 so that we can provide the right support to the family
 3 to make sure it's delivered in the appropriate way and
 4 so on.
 5 What I was saying to him was there, I acknowledge
 6 all of that, Leigh, but this is something that they are
 7 otherwise going to learn about when it appears in the
 8 media. And so whilst I agree with you, this is not the
 9 right time, this is not the right way, but I believed -
 10 and I still believe - that that was the right thing to
 11 do at that time.
 12 **Q.** Do you think his decision making in that respect was
 13 wrong?
 14 **A.** No, I think his decision making was right. He agreed
 15 with me that they need to be told about the warrant and
 16 he agreed with me that they needed to be told about the
 17 Leicestershire incident. Neither of those bits of
 18 information, in an ideal world, would have been shared
 19 at that time and in that way and we agreed together
 20 that, actually, the warrant needs to be disclosed now,
 21 the Leicestershire incident does not need to be
 22 disclosed now, but all of the incidents, including those
 23 two, need to be disclosed at the right time in the right
 24 way and by the right person.
 25 **MR BLAKE:** After the break, we'll come to what was disclosed

50

1 **A.** I don't actually remember, at that point, if we had
 2 anything of a conversation about the inaction. But
 3 I was sure, at that point, that Leigh had shared with
 4 the families at the very least, about the existence of
 5 the warrant. I can't be sure whether anything had been
 6 said at that point about the inaction.
 7 **Q.** Because we discussed earlier about more complicated
 8 issues such as that the issues that the police force
 9 itself had experienced in respect of 1,000 or so
 10 actions, warrants.
 11 **A.** Yeah.
 12 **Q.** That was a difficult thing to communicate as at the time
 13 of the first appearance.
 14 **A.** Yes.
 15 **Q.** By November, had you expected that kind of information
 16 to have been shared?
 17 **A.** Yes.
 18 **Q.** If please could turn to WITN028 --
 19 **THE CHAIR:** Sorry, can I just ask, while we're on that page,
 20 just further down there's another entry there about
 21 "Open about warrant". Does that relate to it, as well?
 22 **A.** That, Chair, is a reference to the proposed approach to
 23 the comms strategy. So with the media.
 24 **MR BLAKE:** Perhaps you could read that entry in its
 25 entirety.

52

1 A. So, sir, would you mind just scrolling up just a little
2 bit because I think there is a line that we can't see at
3 the minute that gives the context to the meeting. So
4 this is a pre-Gold media catch-up meeting, and present
5 in the meeting are me, Leigh Sanders, Lyn Heath, who was
6 our Head of Comms, and Matt. Matt is Matt Jarram, Comms
7 Officer, and we're meeting to discuss an approach to our
8 external comms at this point.

9 And Madam Chair, the question that you asked about
10 that particular line, so if you could take me back to
11 that, please. That is indicating that our approach
12 about the warrant was to be open, so be open about the
13 warrant:

14 "... we should've done more -- albeit -- impact of
15 35 ...

16 So "35" is a police code to mean arrest:

17 "So impact of [arrest equals] little/nothing."

18 **MR BLAKE:** If we could then turn to WITN0289004, this is
19 a meeting that took place on 7 September 2023 with Grace
20 and Barney's families. I don't think you attended that
21 meeting but we have a note of the discussions that took
22 place but if we could turn, please, to page 14.

23 There's a reference, if we scroll down a little bit,
24 thank you, it says:

25 "Assault on emergency worker summons sent by police
53

1 sentencing and 'if asked' statement about the warrant."

2 Can we please turn to page 4. This is the section
3 that addresses the warrant. These are draft lines for
4 you to potentially use:

5 "Assistant Chief Constable Rob Griffin said: 'This
6 was a horrendous crime...', et cetera.

7 "'I can confirm that Nottinghamshire Police
8 previously engaged with the suspect while supporting our
9 colleagues in the NHS'.

10 "'In September 2021, we were requested to support
11 a Section 135 warrant to section the suspect under the
12 Mental Health Act.

13 "'We transported the suspect to Highbury Hospital
14 and during this encounter he assaulted one of our police
15 officers.

16 "'We also had two further encounters with the
17 suspect [in] January ... 2022 to again support
18 a Section 135 warrant ...

19 "'Again, officers supported by transporting the
20 suspect to Highbury Hospital on both occasions.

21 "In August 2022, he was reported for a summons at
22 court for the assault on our officer. He failed to
23 appear and therefore a warrant was issued for his arrest
24 in September 2022.

25 "We were unable to locate him due to his nomadic
55

1 to previous flat, clearly did not live there then.

2 Postal requisition sent 24/08/22."

3 Then there's an entry:

4 "22/09/22 he did not attend mags court. Warrant
5 issued for his arrest on police officer."

6 There's a reference there to the existence of
7 a warrant but not much more. If we could please bring
8 on to screen NGPF0007808, there's then the email from
9 Leigh Sanders to you of 15 January, and he says:

10 "We have recently finished our [meetings] with
11 Hendrix families, CPS and counsel were also present."

12 Then he says, the third paragraph:

13 "For the absence of any doubt, the families are
14 aware that VC had a history of mental health, was known
15 to the police and there was a warrant in existence for
16 him for a [failure to attend] for assaulting an
17 emergency worker (police officer). This was again
18 reiterated by me to them in our conversations today (in
19 addition to previous discussions -- so they know)."

20 Then please if we could turn to NGPF0004449, we then
21 have draft press lines being circulated by Matthew
22 Jarram, so he is the press officer?

23 **A.** Sorry, yes he is.

24 **Q.** So the bottom of page, 16 January, it says:

25 "Please see below Op Hendrix Press Release on
54

1 lifestyle. However, this was an assault on one of our
2 officers and was highly unlikely to result in
3 a custodial sentence."

4 "This case has now been discontinued."

5 We'll get to the "nomadic lifestyle" reference, but
6 it also seems to downplay the severity of the assault on
7 PC Pritchard, as we've seen in that video, and instead
8 emphasises the health aspects to the police interaction
9 with VC; do you agree with that?

10 **A.** I wouldn't necessarily agree that it downplays the
11 assault on PC Pritchard. But I agree that it emphasises
12 the relevance of health. For what I hope are obvious
13 reasons, that the reason that PC Pritchard was there in
14 the first place, was that we were supporting colleagues
15 to execute a Section 135 Mental Health Act warrant, the
16 result of which he was sectioned.

17 **Q.** We spoke about other incidents in 2022, the Sebastian
18 incidents.

19 **A.** Mm.

20 **Q.** Those don't seem to be mentioned here. The focus is
21 very much on the NHS and the hospital's actions and the
22 police supporting those actions, rather than being
23 candid about a history of interactions with VC. And
24 also, the severity of that assault on one of your
25 officers.

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1 A. So I hope I've made clear, sir, my views about the
2 severity of the assault, so I don't intend to revisit
3 that. But it had never been my intention to lay out the
4 whole history of our interactions with VC. Rather,
5 I intended to provide what I would describe as a broad
6 overview, because this is communicating with the public
7 and it was to give them an indication of the context of
8 the nature of those interactions.

9 And where all of this began to crystallise, really,
10 was following the meeting that I had on 19 January with
11 Leigh and Matt Jarram from our comms team, where it
12 became abundantly clear that the families -- the
13 bereaved families and also the survivors -- had not been
14 told about the circumstances relevant to the inaction
15 with the warrant, and it caused me to question what
16 information had been shared, and/or what information had
17 been absorbed.

18 And when I put those two things together, frankly,
19 I found myself that day in a really difficult position
20 where I was about to go into some interviews with the
21 media and I simply was not clear on what was known and
22 what wasn't. The particular moment that highlights that
23 for me is that an email had been shared with me by --
24 from Mrs Webber, sorry, asking about some really basic
25 details about the warrant.

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1 topic where you are concerned about, for example, victim
2 blaming. Here it very much seems as though the police
3 want to focus on VC and his lifestyle as opposed to
4 their own inaction; would you agree with that?

5 A. I wouldn't agree with that, sir, no.

6 Q. Why insert that sentence there about the nomadic
7 lifestyle? That wasn't true, was it?

8 A. No, that's not true, no.

9 Q. And --

10 A. Sorry, but I think the person that drafted this thought
11 it was true.

12 Q. Was that based on institutional discussions regarding
13 VC, and was that a position outside of Leigh Sanders
14 that may have been held by others?

15 A. It's not a phrase I've ever heard, and so I think I can
16 take it from that that no, it wasn't something that was
17 institutionalised.

18 Q. Thank you. Can we please then go to NGPF0007822, and
19 that is the beginning, I think, of the discussion that
20 you've just been talking about. If we turn to page 4.
21 We see an email there from Emma Webber to Gemma Piggott.
22 If we scroll down to the bottom of that page, please.
23 She says:
24 "We are still very unclear on his outstanding
25 offence of assault on the police officer. Can you

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1 Q. Forgive me, because I'm going to take you to that very
2 document in one moment.

3 A. Apologies, sorry.

4 Q. But just sticking here with the proposed "if asked"
5 statement, what's entirely lacking in the words that we
6 see on screen is any reflection about the inaction on
7 the part of the police in respect of the warrant; do you
8 agree with that?

9 A. I completely agree with that, yes.

10 Q. We then have, towards the end, the reference to the
11 "nomadic lifestyle". Now, we know that ultimately was
12 not a phrase, I don't think it was used --

13 A. No, it was the first time I'd actually seen it. I don't
14 really know why it was there. It certainly wasn't used.
15 It was factually completely inaccurate.

16 Q. Did it come from Leigh Sanders?

17 A. Well, I have to say that I assume so, because it was
18 certainly not a word that had ever been used by me.
19 I hadn't heard him use it either, by the way. But
20 I can't see where else Matt Jarram could have taken it
21 from and I think it was a word that Leigh used when he
22 gave his evidence the other day. So I think I can
23 probably safely take it from that that that is a word
24 that would have come from him, yes.

25 Q. We're going to come to emails in relation to a different

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1 please confirm the date of the offence (assuming also in
2 Nottingham) and that there was a warrant outstanding for
3 him. We have also been advised [that] the assault
4 resulted in him being tasered ..."

5 If we then go to NGPF0002572, this is the response
6 that was sent to Mrs Webber. It says:
7 "Here are the answers to your questions, having just
8 been sent to me by ... Mr Sanders."
9 If we go over the page, please, we can see that the
10 answer that was given in respect of the assault on the
11 police officer, if we could scroll down slightly, just
12 so we can have that at the top. Thank you. So there's
13 the question, and the answer that is given is that:
14 "On 3rd September 2021, in Nottingham, a police
15 officer was assaulted whilst being asked to assist
16 a mental health team in detaining the defendant ... He
17 was ... conveyed directly to a mental health unit ... He
18 was detained as an inpatient under Section 2 ... He
19 remained as an inpatient ... where he was treated and
20 assessed by healthcare professionals. He was reported
21 for summons August 2022. He was due to appear at the
22 Magistrates' Court on the 22nd September 2022. He
23 failed to appear. A warrant was issued for his arrest.
24 At the time of these offences (June 2023) he had not
25 been arrested."

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1 There is a lot of information in that answer, some
 2 of it far broader than the question that was asked, but
 3 there was nothing in that answer addressing the police's
 4 failure to act on that warrant. Do you agree with that?
 5 **A.** I agree with it to an extent. But I -- the fact that we
 6 hadn't arrested him over that period is in itself
 7 a complete failure.
 8 **Q.** Absolutely. The end of that answer "... he had not been
 9 arrested", I mean, that lacked candour, didn't it? "We
 10 had failed to act on the warrant" may have been a better
 11 form of words or a more candid form of words, wouldn't
 12 it?
 13 **A.** I think it probably, respectfully, says the same thing.
 14 He hadn't been arrested.
 15 **Q.** "He had not been arrested" is addressing the fact that
 16 he had not been arrested.
 17 **A.** Yeah.
 18 **Q.** What is entirely absent from this answer is why he had
 19 not been arrested?
 20 **A.** I completely agree with that, yes.
 21 **Q.** The real reason was, as you've subsequently
 22 acknowledged, a significant failure on behalf of the
 23 police?
 24 **A.** I agree with that, as well, yes.
 25 **Q.** Yes. So when one thinks about candour, rather than

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1 two and I also thought that that had been done. And
 2 this meeting on 19 January, I expressed very strongly my
 3 view about that and I expressed very strongly to Leigh
 4 my disappointment and frustration about that, because
 5 I thought -- and I think could sensibly assume -- that
 6 it had been done because what I was struggling with was:
 7 how could any conversation about the warrant not have
 8 developed into "Well, why haven't you arrested him?"
 9 And, sorry, that's not to put the responsibility on
 10 families; I would have expected that that conversation
 11 had taken place. I learnt on that day that it hadn't.
 12 **Q.** In that respect, do you consider Leigh Sanders to have
 13 failed?
 14 **A.** He failed to explain the warrant in a way that I would
 15 have wanted him to, yeah.
 16 **Q.** Have you seen anything concrete that suggests that the
 17 families were made aware of police inaction in respect
 18 of the warrant?
 19 **A.** I know that the families were not told anything at all,
 20 perhaps other than a line that says "we should have done
 21 more to arrest him" that goes anywhere remotely close to
 22 explaining why he wasn't arrested.
 23 **Q.** Can I please bring on to screen your witness statement
 24 at page 105. It's paragraph 473. You say at 473, at
 25 the bottom there:

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1 whether what there is technically accurate, do you think
 2 that that answer lacks candour?
 3 **A.** I think my overriding thought about that response at
 4 that time was, given that this is on 19 January --
 5 because I'd seen this response, we discussed it in that
 6 meeting on 19th January -- to make any attempt at that
 7 point to try to explain what was a really complicated
 8 failure by Notts Police, I personally thought that that
 9 should have been done before. It hadn't been done by
 10 this point. I honestly and genuinely thought that we
 11 would get the opportunity to do that.
 12 I spoke in that meeting about me meeting with the
 13 families, and I accept that this is at a very late stage
 14 and way too late, by the way, but I thought that there
 15 would be ample opportunity to talk about this topic
 16 after the sentencing hearing. I expected that there
 17 would be an inquest some time thereafter; our
 18 relationship with the family would continue; we would
 19 continue to provide support. I didn't feel that, at
 20 this time, in an email, was the right time or the right
 21 medium to be trying to explain that.
 22 **Q.** So you didn't feel that the first appearance at court
 23 was the right time and now we have the sentencing
 24 hearing, that's not the right time?
 25 **A.** Well, I think the right time was somewhere between the

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1 "In relation to the non-executed [failure to attend]
 2 warrant I wish to state that this resulted from
 3 a serious systemic operational failure on the part of
 4 Nottinghamshire Police."
 5 When was it realised that there was a serious
 6 systemic operational failure?
 7 **A.** Almost immediately on or around 13 and maybe 14 June
 8 2023.
 9 **Q.** When was it communicated to the families, the bereaved,
 10 the survivors, that there was a serious systemic
 11 operational failure, so far as you're aware?
 12 **A.** It wasn't.
 13 **Q.** Sticking with the press release that we've looked at,
 14 but this time in respect of the consequences of the
 15 warrant, had it been acted upon, can we please bring on
 16 to screen NGPF0007936. This is the timeline that was
 17 ultimately published by the police on 25 January 2024;
 18 is that correct? I think we can see there "25/01/24
 19 published". It has a 13:10, I think that's 1.10 pm,
 20 perhaps?
 21 **A.** Yes, that's correct. 13:10 yes, I can see that, yes.
 22 **Q.** If we can scroll down, please, it says there:
 23 "Nottinghamshire Police previously engaged with the
 24 defendant, largely while supporting our colleagues in
 25 the NHS on a number of occasions."

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1 So that's the same issue that we've previously
 2 discussed: that the very starting point of the final
 3 timeline focuses on the NHS and the police support to
 4 the NHS. What's entirely missing there is any
 5 reference, even to 2020 and the incidents there, the
 6 Feven incident and other incidents, isn't it?
 7 **A.** Yes, it is.
 8 **Q.** We've seen now many incidents, as I say Brook Court,
 9 Sebastian. I don't think they feature in here at all,
 10 do they?
 11 **A.** No, they don't.
 12 **Q.** Then a few paragraphs below, it says:
 13 "We transported the suspect to Highbury Hospital and
 14 during this encounter he assaulted one of our police
 15 officers."
 16 So that's the line we looked at in the draft lines.
 17 If we could go over the page, please, it says there --
 18 so it refers to incidents in August and September 2022
 19 but there's no reference to the Sebastian incidents. Do
 20 you know if those Sebastian incidents were known to you
 21 at this time? So by January 2024, were you aware of the
 22 Sebastian stalking incidents?
 23 **A.** Yes.
 24 **Q.** "He failed to appear on that occasion and a warrant for
 25 his arrest was issued in September 2022. He was never

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1 **Q.** If we scroll up on the left-hand side we can see that's
 2 the title "Timeline" --
 3 **A.** Oh, sorry, yeah, I can see it's entitled "Timeline" but
 4 then it plainly is not a timeline, which is a -- I'm
 5 accepting that we've got that really wrong --
 6 **Q.** Yeah.
 7 **A.** -- because it suggests it's a timeline, it describes
 8 itself as a timeline but then it, in actual fact, is not
 9 a timeline.
 10 And, yeah, I can acknowledge and can see that the --
 11 between 2020 and 2022 doesn't appear there and
 12 I actually can't explain why. I don't remember removing
 13 that, actually, at all.
 14 **Q.** I don't think there are any comments from you on that in
 15 this email chain.
 16 **A.** No, and I'm --
 17 **Q.** The effect of that, can you see, is that the pattern of
 18 offences over time or incidents over time is missed?
 19 **A.** I can see that, yes.
 20 **Q.** Sticking on the right-hand side, we can keep both of
 21 those articles up on the screen, but you've entered some
 22 words in red, and those are:
 23 "In January 2022, we were called to an incident
 24 where the defendant is alleged to have assaulted
 25 a flatmate. We did attend this incident but because

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1 arrested for that warrant which was still outstanding at
 2 the point of his arrest in June 2023, when he brutally
 3 killed three people and seriously injured three others
 4 ..."
 5 Then there's a quote from you and actually perhaps
 6 we'll come to that in a moment. Before we do that, if
 7 we could go to NGPF0006640, this is an earlier draft of
 8 that announcement. If we go to page 2, we can see your
 9 feedback on the draft, if we scroll down. Now,
 10 interestingly, in that first paragraph, in fact there is
 11 a reference to between 2020 and 2022, but that hasn't
 12 made it into the final draft. So the length of time
 13 that police had interactions with VC doesn't seem to
 14 have made it into the timeline. Do you agree with that?
 15 I mean, perhaps we could bring on to screen --
 16 **A.** I do -- is the highlighted yellow something that then
 17 doesn't appear?
 18 **Q.** Yes, so if we bring on to screen alongside this document
 19 NGPF0007936, and if we scroll down, thank you, we can
 20 see there that that first paragraph, in fact although
 21 this was called "Timeline of our contact with VC", in
 22 fact, the timeline makes no mention of 2020 at all?
 23 **A.** I think the first thing to say, sir, is an
 24 acknowledgement that it's not a timeline at all, which
 25 in itself is a mistake.

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1 police action was not supported, we did not arrest the
 2 defendant on this occasion."
 3 Then if we scroll up on the right-hand side, we can
 4 see that you've been asked:
 5 "I think this may get journalists asking what you
 6 mean by 'police action not supported' though, so is
 7 there a plain English way of saying that for the public
 8 please?"
 9 If we keep on scrolling on the right-hand side, you
 10 recognise that that's a good point, and you said:
 11 "I'd need to see the actual pocketbook entries to
 12 know exactly what the victims said, and wouldn't want to
 13 victim blame - so maybe on balance we go with not
 14 supported, or requested? And then let the questions
 15 come ... and deal with them if we have to?... in a
 16 verbal brief?"
 17 The response to that is:
 18 "Not a problem. If we get questions on that - and
 19 it's likely we will - we'll do that verbally."
 20 So the wording, the original draft, was that police
 21 action was not supported. If we look on the left-hand
 22 side, please, we can see, if we scroll down to the
 23 second page... In fact, it's the first page, I think.
 24 I think that reference to "not supported" remains in,
 25 doesn't it? Yes, it's the bottom of the first page, "In

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1 January 2022..."

2 On reflection, would it have been better to have

3 corrected that before the timeline was published,

4 knowing what we know, and what we've heard from those

5 involved?

6 **A.** I'm just trying to think now about what would have been

7 a better way to have described that, because --

8 **Q.** In this Inquiry, we've seen on a number of occasions the

9 police saying that something wasn't supported --

10 **A.** Yeah.

11 **Q.** -- when in fact there were some failures in basic

12 investigations.

13 **A.** We definitely have seen that, sir, I agree. But with

14 respect, I think there are two different issues in play

15 there.

16 **Q.** You recognise "not supported" sounds like victim

17 blaming. I think those are the very words you've used.

18 **A.** Yeah, what I've said is that I think we need to be

19 careful to ensure that it would not be interpreted as

20 victim blaming, and although I can't remember the

21 conversation, we've plainly had one. And I think I've

22 perhaps settled on: there is no better or more accurate

23 way to describe it.

24 But just, if I might, to finish the point a moment

25 ago, there were failures in these investigations. There

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1 understanding of his evidence anyway, is that he didn't

2 arrest because Christopher didn't want to support police

3 action.

4 So I think it would be -- I think it would be unfair

5 to say that that particular sentence lacks candour.

6 **Q.** You included, though, a caveat, which was that it's not

7 to say that he could or should not have been arrested.

8 This is definitive here.

9 Do you think again, just on reflection -- and we

10 don't need to spend too much time on this particular

11 line -- but this line and more broadly, the timeline,

12 lacked candour in respect of VC's interactions with the

13 police and in respect of some of the failures that we've

14 heard in this Inquiry?

15 **A.** I'm trying to not be difficult, and --

16 **Q.** Perhaps --

17 **A.** -- and I'm trying, Chair, to help with this.

18 **THE CHAIR:** Well, I think ultimately it's a matter for me,

19 isn't it, really?

20 **MR BLAKE:** We can move on to a more significant passage in

21 this left-hand side document. If we go over the page,

22 please, if we bring down the email on the right and we

23 stick to the main article, if we could go over the page,

24 please. You say there -- this is the quote that I said

25 I'd come back to -- it says "Assistant Chief Constable

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1 is no question about that. But it is also true to say

2 that in respect of two of the investigations -- and

3 I include this one -- that a prosecution and/or police

4 action was not supported, which, by the way, is not

5 surprising and it's not unusual, and it's very

6 definitely not a criticism, but it is a fact in the

7 case.

8 So I think those two things can -- they're not

9 mutually exclusive. There were failings, but also

10 sometimes not supported.

11 **Q.** We go back to the issue of candour and presentation.

12 Looking back at that, do you accept that that probably

13 wasn't the most candid way of putting it and, in fact,

14 as you've said, there are complexities in these

15 investigations and gaps?

16 **A.** I'm afraid, sir, I can't agree on that particular point

17 with a lack of candour, because, as I understand it, the

18 officer's explanation for why he didn't arrest -- and

19 whether I agree with that is entirely a separate

20 matter -- but his explanation for why he didn't arrest

21 was that Christopher, in that case, did not wish to

22 support any police action. That doesn't mean, by the

23 way, that he couldn't or shouldn't have arrested, but

24 I think it's true to say that the reason that that

25 officer, on that occasion, at that incident, it is my

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1 Rob Griffin", and then you say:

2 "I have personally reviewed this matter and we

3 should have done more to arrest him. In my opinion it

4 is highly unlikely that he would have received

5 a custodial sentence for the alleged assault.

6 "Of course, an arrest may have triggered a route

7 back into mental health services'"

8 Now, having heard the Inquiry's evidence, all those

9 previous incidents and the failures in those

10 investigations, if they had been acted on, followed up

11 properly, investigated thoroughly, VC might have had

12 quite a record by this stage. I mean, you had the Feven

13 incident, apparently being dealt with as a GBH, putting

14 the flatmate Christopher in a headlock, not allowed to

15 leave, and that occurred at the same time as the assault

16 on the police officer with the CPS. No link was made

17 between the investigation by the police into the assault

18 on the police officer with that Christopher incident.

19 We have those repeated incidents referred to the police

20 by Sebastian.

21 If Nottinghamshire Police, your force, had carried

22 out proper investigations, had checked the PNCs, had

23 checked the NICHE reports, had followed up enquiries, do

24 you accept that the situation may have been quite

25 different by that stage?

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- 1 **A.** I accept that it may have been, yes.
- 2 **Q.** Looking at it, therefore, with that in mind, do you
3 think that that statement, the one that is highlighted,
4 was in error?
- 5 I don't mean in terms of a technical position in
6 terms of criminal procedure. I just mean, looking at
7 all of those previous incidents and what we've heard, do
8 you think that saying that it's highly unlikely that he
9 would have received a custodial sentence was, in fact,
10 not right?
- 11 **A.** I'm explaining there that had he been arrested on the
12 'fail to appear' warrant, which was issued in relation
13 to the assault on the police officer, it was my opinion
14 at this time -- and I know this is a highly
15 controversial point, so I take great care when I say
16 this -- but it remains my opinion that it is highly
17 unlikely that he would have received a custodial
18 sentence for the assault on the police officer, had he
19 been arrested on the warrant.
- 20 **Q.** Now, I'll break that down into a number of questions but
21 the first is: was that an appropriate thing to say in
22 any event?
- 23 **A.** No, it wasn't.
- 24 **Q.** Secondly, if all those previous incidents that we've
25 looked at had been properly followed through, it may

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- 1 **Q.** If his PNC had remained the same, if those previous
2 incidents were investigated in the way that they were,
3 but that is another variable to add in the mix, isn't
4 it?
- 5 **A.** It is a variable, yes.
- 6 **Q.** Yes. Then what about the Arvato incident? That's not
7 mentioned here.
- 8 **A.** No.
- 9 **Q.** Were you aware of the injuries that had been suffered as
10 a result of that incident?
- 11 **A.** I think I was aware of the injuries, yes.
- 12 **Q.** Why stay silent in respect of the Leicestershire
13 incident? Because had he been arrested after that
14 incident, there would have been another incident to add
15 into the mix, wouldn't there?
- 16 **A.** Yes, there would have been, yes, if he'd have been
17 arrested on the warrant, after the last incident, yes.
- 18 **Q.** Can we please bring up on to screen your witness
19 statement at page 221. It's paragraph 951. You say
20 there:
- 21 "I've reflected deeply on this history of low-level
22 offending and cannot see any clear signs of escalating
23 violence. In fact, there were some signs of
24 de-escalating violence. The offences VC committed were
25 ones typically dealt with by response or neighbourhood

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- 1 have been -- I don't put it any higher than may, it may
2 have been, that VC, in fact, would have had a number of
3 significant criminal matters recorded against him by
4 that stage; do you agree with that?
- 5 Or matters that would have been of relevance to the
6 criminal courts, whether they're significant or not
7 significant?
- 8 **A.** I agree that it may have been different. There are, of
9 course, so many variables and it makes it, I think,
10 impossible for me to answer the question, in actual
11 fact. But I agree -- I agree -- it may have been
12 different, yes.
- 13 **Q.** In light of that, yet another reason why that paragraph
14 there is probably not an appropriate paragraph to have
15 included?
- 16 **A.** I completely accept that that paragraph is unnecessary
17 and inappropriate, primarily because of the impact that
18 I know that that sentence has had on bereaved families
19 and survivors --
- 20 **Q.** What about --
- 21 **A.** -- which I completely regret saying, and I am sincerely
22 sorry for saying, because of the impact, but it remains
23 my opinion that arrested under warrant, it was highly
24 unlikely that he would have received a custodial
25 sentence.

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- 1 officers, as they were all PIP 1 investigations."
- 2 I'd just like to revisit that because we've heard
3 about the Sebastian incident, you've heard the evidence
4 that's been given in the Inquiry. We've heard about the
5 Arvato attack. On reflection, can you really say
6 they're signs of de-escalating violence?
- 7 **A.** In the Nottinghamshire incidents, yes, I think you can.
8 Again, there are, of course, different perspectives on
9 this. But in my opinion, if you take incident two, the
10 assault of Feven, that is at the most serious end of the
11 offending, in my opinion, in this sequence. And then,
12 after the assault of Christopher in January 2022, which
13 is a, in terms of violence, much -- and injury, where
14 there was none -- much lower, in terms of seriousness
15 than Feven, and then what follows January 2022,
16 following which he was sectioned, in April 2022, his
17 next encounter with Sebastian, there is no violence at
18 all or threat of violence. And then in July 2022, there
19 is no violence or threat of violence either. And so --
- 20 **Q.** You've left out the assault on PC Pritchard.
- 21 **A.** Sorry, I was trying to bookend it with Feven and --
22 yeah. So in --
- 23 **Q.** But if you include PC Pritchard there, it's peaks and
24 troughs, isn't it?
- 25 **A.** There are peaks -- I agree with that. That actually,

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1 sir, is a better description, there are peaks and
2 troughs. What I'm trying to explain is there is not an
3 upward trajectory of escalating violence.

4 **Q.** But what there isn't is signs of de-escalating violence,
5 unless you take a very narrow timeframe, focusing only
6 on, really, the Sebastian incidents.

7 **A.** I believe that there are peaks and troughs. I agree
8 with that analysis.

9 **Q.** Perhaps we'll move on, then.

10 **A.** What I am trying to explain is that it is really
11 difficult to comprehend three years' worth of incidents
12 like these, which do not show a consistent and upward
13 escalation in violence in a way that might indicate that
14 he was moving towards what happened in June 2023.
15 That's what I'm trying to explain.

16 **Q.** What they do show is a number of incidents that involve
17 students --

18 **A.** Yes.

19 **Q.** -- and, if we look at Sebastian as an example, fixation
20 on students, or fixation on at least a student?

21 **A.** Yes.

22 **Q.** I'm going to move on to the inappropriate accessing and
23 disclosure of information. Can we please begin with
24 NGPF0007788. This is The Tactical Coordination Group
25 meeting. So that is one of those two additional groups

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1 then she would be right.

2 **Q.** But that's not something you're aware of?

3 **A.** I just don't think I'm aware of that, no.

4 **Q.** I'll move on then to the actual inappropriate access
5 issue.

6 **A.** Okay.

7 **Q.** We can start at NGPF0007802, and this is a Gold Group
8 meeting on 20 June. We see there that VC had been
9 charged by this stage on 16 June, and if we scroll over,
10 please, to page 3, item 7, please. If we could scroll
11 down. So HW there, that's Hayley Williams from PSD; is
12 that right?

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

14 **Q.** What was her position?

15 **A.** She was the Head of Professional Standards at that time.

16 **Q.** "[She] reiterated that people should not look at
17 incidents/CCTV on systems if they are not directly
18 connected to the job."

19 Just pausing there, it says, Hayley Williams
20 "reiterated", is that something you were aware of before
21 this date as being an issue?

22 **A.** I think that was the first time that she'd told me about
23 looking at CCTV but there was reference in an earlier
24 Gold Group about looking at systems, yes.

25 **Q.** Did that arise from a potential leak to the Daily Mail

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1 that we looked at, at the very beginning of your
2 evidence, and that is one that is -- where the attendees
3 are from a wide range of different areas: the Fire
4 Service, the Government Liaison Officer, University of
5 Nottingham, et cetera; is that right?

6 **A.** It is right, sir, and this just our mistake, that that's
7 actually a Strategic Coordination Group. It's wrongly
8 entitled but, yes, it is exactly that type of meeting,
9 yes.

10 **Q.** Are you aware of any concerns that have been raised in
11 respect of either of those two groups and the sharing of
12 sensitive information amongst those groups with people
13 who hadn't undertaken confidentiality undertakings?

14 **A.** I don't think so, no.

15 **Q.** I'll move on, then. Outside of the inappropriate access
16 issue, though, are you aware of any concerns relating to
17 information being shared outside of the police force by
18 anybody who attended those meetings?

19 We had a witness statement from Hayley Williams, who
20 has suggested that there were concerns raised about the
21 sharing of information by attendees or by an attendee at
22 those meetings. Are you aware of that?

23 **A.** Oh, I don't think I'm aware of that, no.

24 **Q.** Okay.

25 **A.** If Hayley Williams has said that that's what happened,

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1 or is that something else?

2 **A.** I --

3 **Q.** If you can't remember --

4 **A.** No, I can't remember how she came by that information
5 but I do remember, in one of my Gold Group meetings,
6 Hayley sharing that there was evidence that our officers
7 or our workforce had looked inappropriately at systems
8 and, as a response to that, I ordered some messaging
9 through the Chief Superintendents.

10 **Q.** It continues. It says:

11 "She asked that this be reinforced to staff
12 force-wide as curiosity is not an excuse and the family
13 trust/confidence must be main taking it. RG [that's
14 you] stated that he had hoped that this was clear to
15 people from the outset but that the message does not
16 appear to have been adhered to. He went on to say that
17 far too many people had made unnecessary checks and
18 stressed the need for teams to be reminded. KC ..."

19 I think that's Kathryn Craner; is that right?

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

21 **Q.** "... stated that this had been done with her command."

22 So what was your state of information at that point
23 in time? It said that too many people had made
24 unnecessary checks. What were you aware of?

25 **A.** Yes, so I don't remember Hayley sharing the number of

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1 people that had done it. It was my opinion that one
 2 person checking systems inappropriately is too many, but
 3 I don't -- I'm not saying that she didn't, I just
 4 actually don't remember whether she shared how many.
 5 **Q.** "Unnecessary checks" is another way to read that
 6 essentially unlawful checks, because if it's not
 7 necessary, police officers shouldn't be accessing it.
 8 **A.** I agree, yes.
 9 **Q.** If we look at that bottom paragraph, please, it says:
 10 "A discussion was held with regards to whether
 11 restrictions could be placed on incidents such as this
 12 from the outset, to actively prevent people looking at
 13 them without a policing purpose. RG [that's you] stated
 14 that he took the point but did not want to stray down
 15 that path. He went on to say that, if we arrive at
 16 a time in policing where it is felt that there is a need
 17 to start restricting normal incidents (but in this case
 18 one that requires an extraordinary response), to certain
 19 people to protect them from themselves things have gone
 20 badly wrong."
 21 You reference this, I won't bring it onto screen,
 22 but the reference is paragraph 1468. You say that more
 23 should have been done, in fact, to protect that
 24 sensitive material; is that right?
 25 **A.** Yes, that's correct, yes.

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1 investigations that were taking place that stemmed from
 2 our response to the events of 13 June.
 3 **Q.** Was that a particular concern for you at that point in
 4 time, the Big Job Drive, in particular?
 5 **A.** I don't remember it being a particular concern to me at
 6 that point.
 7 **Q.** I can't recall if there were videos/images uploaded to
 8 that particular drive?
 9 **A.** I believe there were, yes.
 10 **Q.** Okay, I'm going to move on, then, to the scope of the
 11 investigations that were carried out. The key
 12 investigation in respect of unauthorised access to
 13 material, that was triggered, I think, by allegations
 14 that information had been shared with the press; is that
 15 right?
 16 **A.** Yes.
 17 **Q.** In that sense, it wasn't out of a concern necessarily
 18 for the bereaved or the survivors, but it was about the
 19 sharing of sensitive police information, full stop?
 20 **A.** Yeah, I think the genesis of that investigation was
 21 Leigh Sanders, the SIO, raising with Hayley Williams
 22 that he was concerned that there were leaks. I think
 23 that's what triggered PSD's investigation, yes.
 24 **Q.** There was information, I think, that appeared in the
 25 Daily Mail that could have come from NICHE relating to

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1 **Q.** That's a reflection now, albeit that wasn't at the time?
 2 **A.** Yeah, my reflection now is that more should have been
 3 done, yes.
 4 **Q.** I want to ask you about a specific system. Again, we've
 5 obtained this information from a statement from Hayley
 6 Williams, the -- I won't bring it onto screen but the
 7 URN is WITN0417001 where she's raised a specific issue
 8 that homicide materials being stored on an insecure
 9 system called the Big Job Drive.
 10 **A.** Yes.
 11 **Q.** Are you aware of that and do you recall having
 12 a conversation at this time with her about that?
 13 **A.** I do recall that, yes.
 14 **Q.** Is that a platform where no log-in is required and where
 15 no audit trail is kept or monitored?
 16 **A.** Yes, that's correct.
 17 **Q.** Are there potentially, therefore, large numbers of
 18 people who could have accessed that material?
 19 **A.** Yes.
 20 **Q.** Are you aware of any action being taken in that respect?
 21 **A.** At this time?
 22 **Q.** Yes, specifically about the Big Job Drive?
 23 **A.** To investigate it, do you mean?
 24 **Q.** Yes.
 25 **A.** No, I did -- I didn't have oversight of the PSD

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1 the existence of the warrant and also VC's attendance at
 2 MI5 headquarters; is that right?
 3 **A.** Yes, I think so, yes.
 4 **Q.** The investigation, therefore, focused on what had been
 5 viewed on the NICHE system in particular?
 6 **A.** I believe so, but the PSD investigations sat outside of
 7 my gold oversight. So I'm -- I don't really know much
 8 at all, actually, about the detail of those
 9 investigations.
 10 **Q.** Are you aware -- and we'll deal with it with the
 11 relevant officers as well -- but are you aware that
 12 there has never been a full audit of who accessed, for
 13 example, images of the attacks and of the deceased?
 14 **A.** I am aware now, yes.
 15 **Q.** In your view, to what extent will it ever be necessary
 16 to allow access to those kinds of things to somebody who
 17 isn't directly involved in the investigation itself?
 18 **A.** It should never be allowed.
 19 **Q.** If I could bring onto screen -- in fact, I don't need
 20 to.
 21 On 20 September 2023, you became aware of a Special
 22 Constable also viewing distressing images; is that
 23 right?
 24 **A.** Yes, I did.
 25 **Q.** Can you assist us with what you became aware of? You

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1 don't need to go into any particular detail about what
 2 was seen, but what was brought to your attention?
 3 **A.** Am I able to see the -- so I received an email from
 4 Hayley Williams.
 5 **Q.** Yes. I can't give you the reference for that.
 6 **A.** Okay. So I received an email from Hayley Williams,
 7 which was sent to -- well, it was actually directed to
 8 Claire Gould, the family liaison advisor. It copied in
 9 Mr Cooper, who was the Deputy Chief Constable, who had
 10 oversight of PSD, and it was copied in to me and said
 11 words to the effect -- and I'm working now from
 12 memory -- "Sir, for information because you are gold for
 13 Hendrix ..."

14 And from memory, there were a number of matters in
 15 that email, PSD investigations, that is, and I can't
 16 remember exactly what it said about a Special Constable,
 17 but it made clear to me that the Special Constable had
 18 accessed -- I can't remember if it said footage at that
 19 point, but regardless of what it said, I responded to
 20 all to say: "These are matters that the families" --
 21 again by which I meant the bereaved families and
 22 surviving victims: "These are matters that should be
 23 shared with the families by us, rather than through any
 24 other means."

25 **Q.** We may actually come to that e-mail.

1 such systems, individuals are reminded to consider
 2 whether they have a policing purpose for viewing the
 3 information. However, at that time, I judged it would
 4 be disproportionate to pursue disciplinary action
 5 against anyone who had accessed the records related to
 6 this case. For those officers who came forward, I felt
 7 it was a pragmatic and proportionate approach to provide
 8 appropriate advice, rather than initiate misconduct
 9 proceedings."

10 Was it essentially that the problem was so large
 11 that it would be disproportionate to investigate every
 12 single case?

13 **A.** Yes, that's how it was described to me by Superintendent
 14 Williams, yes.

15 **MR BLAKE:** Then we'll just look at one document -- in fact
 16 it may be best to break there for lunch.

17 **THE CHAIR:** Before you go on to something else?

18 **MR BLAKE:** Yes.

19 **THE CHAIR:** All right, well, we'll stop there and we'll come
 20 back again at 1.55. Thank you.

21 (12.55 pm)

22 (The Short Adjournment)

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1 **A.** Okay.
 2 **Q.** In terms of the Special Constable, that arose as
 3 a result of a self-referral rather than some proactive
 4 investigation; are you aware of that?
 5 **A.** I am aware of that now, yes.
 6 **Q.** Do you consider it odd that there hasn't been
 7 a proactive investigation into who accessed images and
 8 footage, video footage?
 9 **A.** I think there ought to have been, yes.
 10 **Q.** Ultimately, whose responsible does that lie with?
 11 **A.** The head of PSD.
 12 **Q.** What were the protections, so far as you are aware, on
 13 material of that sort at that time?
 14 **A.** I wouldn't be able to describe those, I'm afraid.
 15 **Q.** I'm going to, before we break, just return to the
 16 broader access of access to information. Can we please
 17 bring on to screen page 73 of your statement, it's
 18 paragraph 334.

19 This is in respect of the broader -- we're not
 20 focusing now on CCTV images, just the broader issue of
 21 inappropriate access. You say:

22 "I gave careful consideration to the prospect of
 23 offering an amnesty, as accessing information without
 24 a legitimate policing purpose is unacceptable. Our
 25 systems are designed to make this clear, when accessing

1 I N D E X

2 Page

3 TEMPORARY DEPUTY CHIEF CONSTABLE 1

4 GRIFFIN (affirmed)

5 Questioned by MR BLAKE 1

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<p>MR BLAKE: [9] 1/4 1/9 50/25 51/8 52/24 53/18 71/20 87/15 87/18</p> <p>THE CHAIR: [8] 1/3 1/6 51/2 51/7 52/19 71/18 87/17 87/19</p> <p>'</p> <p>'Again [1] 55/19 'Based [1] 17/13 'fail [1] 73/12 'I [2] 55/7 72/2 'I can [1] 55/7 'I have [1] 72/2 'if [1] 55/1 'In [1] 55/10 'initiated [1] 42/9 'Of [1] 72/6 'police [1] 68/6 'This [1] 55/5 'We [2] 55/13 55/16</p> <p>0</p> <p>04.15 [2] 21/8 21/16 04.19 [1] 23/20 04.21 [1] 21/16 04:08 [1] 26/9</p> <p>1</p> <p>1,000 [2] 42/8 52/9 1.10 pm [1] 64/19 1.55 [1] 87/20 10 miles [1] 13/3 1000 [2] 34/14 42/14 105 [1] 63/24 11 [1] 25/4 11.30 [1] 30/14 11.32 [1] 51/4 11.50 [2] 51/3 51/6 12 [1] 28/5 12.55 [1] 87/21 120 [1] 42/1 13 [1] 64/7 13 July 2020 [1] 33/6 13 June [4] 2/20 3/17 30/14 83/2 13 June 2023 [1] 1/21 135 [3] 55/11 55/18 56/15 136 [1] 33/7 1371 [1] 16/12 1374 [2] 17/4 17/7 13:10 [2] 64/19 64/21 13th [1] 16/20 14 [2] 28/2 53/22 14 June [1] 64/7 14427 [1] 17/21 1468 [1] 81/22 15 [2] 23/3 33/19 15 January [1] 54/9 151 [1] 44/15 16 [2] 25/3 54/24 16 June [2] 43/21</p>	<p>79/9 16th [1] 44/19 17 [1] 43/19 178 [1] 48/16 18 [2] 33/14 33/15 18 January [1] 33/9 19 [2] 2/24 57/10 19 January [2] 62/4 63/2 19th [1] 62/6</p> <p>2</p> <p>20 [1] 51/11 20 June [1] 79/8 20 March [1] 1/11 20 September [1] 84/21 2017 [2] 40/17 42/1 2018 [1] 42/1 2020 [6] 32/4 33/6 65/5 66/11 66/22 67/11 2021 [7] 30/25 33/11 33/15 33/17 35/1 55/10 60/14 2022 [21] 30/24 33/14 33/19 35/3 35/4 55/17 55/21 55/24 56/17 60/21 60/22 65/18 65/25 66/11 67/11 67/23 69/1 76/12 76/15 76/16 76/18 2023 [8] 1/21 51/12 53/19 60/24 64/8 66/2 77/14 84/21 2024 [7] 2/25 25/3 28/23 28/25 29/19 64/17 65/21 2025 [1] 1/10 2026 [1] 1/1 22 [2] 54/2 54/4 22 September [1] 34/7 22/09/22 [1] 54/4 221 [1] 75/19 22nd [1] 33/22 22nd September 2022 [1] 60/22 23 March 2026 [1] 1/1 23 November [1] 51/12 23 September [3] 34/8 34/9 34/19 24 [1] 64/18 24 May [1] 32/7 24/05/2020 [1] 32/4 24/08/22 [1] 54/2 25 January [1] 64/17 25/01/24 [1] 64/18 28 November 2025 [1] 1/10 282 [4] 34/12 40/16 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