

Monday, 23 March 2026

1
2 (1.55 pm)
3 **THE CHAIR:** Mr Blake.
4 **MR BLAKE:** We're going to stick with the issue of misconduct
5 and look at the WhatsApp messaging issue. One aspect
6 that arose during the investigation wasn't about
7 inappropriate accessing information, but it was about
8 the sharing of an inappropriate message by PC Gell, and
9 we've heard about that. Are you aware that that
10 essentially arose as a byproduct of the investigations
11 that were taking place into the leak issue?
12 **A.** Yes, I am.
13 **Q.** Just with images and video, are you aware that there
14 hasn't been any specific investigation looking into the
15 force's use of WhatsApp and in respect of this
16 particular incident, or more broadly?
17 **A.** I'm aware of that now, yes.
18 **Q.** There hasn't been an investigation even into whether
19 further information was shared on that particular
20 WhatsApp group; are you aware of that?
21 **A.** I am now, yes.
22 **Q.** I think it was a group that had a disappearing messages
23 function, and in fact they only discovered the message
24 from PC Gell because he had forwarded it outside of that
25 group.

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1 and appropriate.
2 **Q.** Given that this particular message was only discovered
3 as part of that other investigation, do you think there
4 should have been a wider investigation into the use of
5 WhatsApp connected to this offence?
6 **A.** I think it's difficult for me to say, because even now,
7 I'm not fully sighted on the nature of that -- of those
8 matters or of that investigation, in actual fact.
9 **Q.** One thing you were fully sighted on was the
10 communication of that issue to the families?
11 **A.** Yes.
12 **Q.** Perhaps we could bring on to the screen NGPF0005530.
13 This isn't -- I don't think you were involved in this.
14 This is the investigation report into PC Gell that was
15 carried out by the Professional Standards Directorate.
16 The investigating officer was DC Keeling, and we see
17 there Hayley Williams was the appropriate authority, the
18 date being 14 September 2023.
19 If we could please turn to page 32, we see there at
20 the top of 32 there's the appropriate authority
21 determination. So that's, if we scroll up, please -- or
22 actually it's over the page. Thirty-two. Thank you.
23 That's the determination by Hayley Williams; is that
24 right?
25 **A.** Can I just take a moment to read? Sorry.

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1 How, in light of that, can you be satisfied that
2 there weren't more inappropriate messages circulated
3 within that group or forwarded outside of that group?
4 **A.** I don't think we can be satisfied.
5 **Q.** As a matter of policy, is that kind of messaging
6 permitted within Nottinghamshire Police?
7 **A.** Absolutely not, no.
8 **Q.** There have been other public inquiries, the Angiolini
9 Inquiry which looked into the murder of Sarah Everard,
10 that found that officers used a WhatsApp group
11 inappropriately, shared offensive and misogynistic
12 views. Not your force. But the recommendation was that
13 there should be an elimination of those kinds of
14 messages that were often excused as "banter".
15 What guidance are you aware of that officers of
16 Nottinghamshire Police are given in respect of the use
17 of WhatsApp and has that changed since this incident?
18 **A.** The guidance that we give is very clear and we have
19 a policy that lays that out for officers, and the
20 message of that policy is reinforced with posters that
21 appear on most walls in most buildings and most police
22 stations and tells officers that whilst they can use
23 WhatsApp as a means of messaging, they should treat it
24 as though the public are in effect there reading it at
25 that time, and so any messaging should be professional

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1 **Q.** Absolutely.
2 **A.** Sorry.
3 Yes, it is, yes.
4 **Q.** If we could please turn to page 34, she says as follows,
5 she says:
6 "To date, much of the information shared externally
7 by PC Gell is still not known to the media or the
8 public."
9 This is in September, September 2023:
10 "It is worth reminding ourselves that at some point,
11 family liaison officers will have to sensitively share
12 what PC Gell has done with the bereaved family members
13 as it is inconceivable that they should first become
14 aware of this information relating to their loved ones
15 when PC Gell's actions are potentially reported on in
16 the media. I will return to the seriousness of
17 PC Gell's breach of public trust and confidence later."
18 At this time, did you share that view?
19 **A.** That is always Hayley's view and I completely agree with
20 it, yes.
21 **Q.** Then if we turn over to the final page of this document,
22 she sets out:
23 "Having taken all of the above into consideration,
24 I am firmly of the belief that an independent panel
25 could find that PC Gell's behaviour amounts to gross

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1 misconduct, and therefore I determine that this matter
2 should be heard at a misconduct hearing.

3 "There is a strong public interest in adopting
4 a robust approach to confidentiality of systems,
5 particularly in respect of ongoing investigations."

6 Then at the end, she says:

7 "This matter should now progress to a misconduct
8 hearing and all relevant parties should be updated."

9 In your view, would that included the families of
10 the bereaved and the survivors?

11 **A.** Very definitely, yes.

12 **Q.** Thank you. If we could then, please, turn to
13 NGPF0007813. I should say, there is mention in this
14 document, I hope not to go to it, but of some of the
15 content of the message. But I won't read it out loud
16 when we do go to the relevant page.

17 Could we please start at page 3. We have there an
18 email from Claire Gould to the family liaison officers;
19 is that right?

20 **A.** Yes.

21 **Q.** She sets out there an update on PC Gell's investigation,
22 and the leak -- suspected leak to the media -- and how
23 the investigation into PC Gell came about. Then she
24 says as follows, she says:

25 "I have put together the following 'form of words'

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1 officer and an acquaintance. He will face a Gross
2 Misconduct hearing on a date to be determined.

3 "The most severe sanction, if found proven at the
4 level of GM, is dismissal ..."

5 Then she gives the options. So there's a proposed
6 form of words for the families. If we scroll up,
7 please, to the bottom of page 608. Thank you. Claire
8 Gould, so she's the family liaison advisor, has emailed
9 Hayley Williams, and she said:

10 "This is what ... I intend to give.

11 "When are we able to do this?"

12 Hayley Williams has then fed back at the top email,
13 and she says:

14 "Hello Claire, (and Mr Griffin copied in from
15 a Hendrix Gold Group perspective) ..."

16 So by this stage you've now been copied into that
17 message?

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

19 **Q.** She says:

20 "I'm happy with the form of words apart from at this
21 stage I think we should just say 'an officer' rather
22 than 'PC Gell'. The reason for this is that we hope to
23 hold the hearing before the criminal trial so it will be
24 in private, and the officer's name will not be released
25 to the public."

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1 today so that the families can be updated of this.

2 Whilst the hearing will be in private, I do not want
3 there to be any risk of them finding out, either now or
4 in the future, about this and us not having told them.

5 This has happened previously and so I feel being open
6 and honest is the right way forward."

7 She said:

8 "It doesn't need to be read verbatim but these are
9 the facts ..."

10 Then she sets out what essentially could be an
11 appropriate form of words, that Nottinghamshire Police
12 PSD commenced an investigation and PC Gell was
13 identified as having access to the investigation from
14 four systems and no policing purpose could be
15 ascertained:

16 "He was arrested and a criminal misconduct
17 investigation was conducted by the Counter Corruption
18 Unit.

19 "The criminal investigation concluded as there was
20 NO evidence of any disclosure to any media outlet or
21 other leak. He was found to have used police systems to
22 have reviewed parts of the investigation which included
23 the custody record of [VC]. He was also found to have
24 shared information via WhatsApp relating to the
25 incident. This was sent to his wife, another police

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1 Then she adds:

2 "A couple of 'if asked' bits by the family."

3 So, again, further words that could be used for the
4 family:

5 "Can we attend the 'private' hearing as 'interested
6 parties'? Potentially, yes with the agreement of the
7 Chair."

8 So it's clear that they are being seen as interested
9 parties at this stage. Was that your understanding at
10 this stage?

11 **A.** That's clear from reading that, yes.

12 **Q.** Yes.

13 **A.** I, actually at that time, wouldn't have known what an
14 interested party was, in connection with the PSD
15 investigation. I do of course now know that and that is
16 crystal clear that that's what that's saying, yes.

17 **Q.** Thank you.

18 "Can we provide statements making it clear how we
19 feel about the officer looking at the material?"

20 There's a proposed answer to that:

21 "Depending on the thoughts of others, providing
22 Steve O'Connell confirms that the officer is fully aware
23 that the matter is now progressed to a hearing then the
24 timing of disclosure to the family is a matter for you
25 and the Hendrix SIO."

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1 So that is a matter for the family liaison advisor
2 and you; is that right?
3 **A.** No, so the Hendrix SIO, that's for Superintendent
4 Sanders.
5 **Q.** Ah, thank you very much.
6 "It is probably worth you knowing that there is also
7 a [Special Constable] that has admitted unlawful access
8 to a lot of the most distressing footage. He has
9 admitted this in writing, was suspended and quickly
10 resigned, so it will be an AMH although the IO report is
11 not ready for the AA yet. Not sure if you want to deal
12 with this at the same time or drip feed the bad news?"
13 Then over the page, please, to the top message and
14 you respond as follows, the very top message. Sorry,
15 the top of page 1. You say:
16 "[Thank you] for sighting me on this.
17 "Really keen to ensure that the family always find
18 out about these types of issues from us, rather than
19 anywhere else ...
20 "So, it sounds like you have given the green light
21 Claire, from Hayley, so timing is one for you but with
22 the above parameter."
23 Was there any doubt, then, at this stage, that that
24 information should be shared with the families?
25 **A.** There was no doubt whatsoever, no.

9

1 By this stage, had the information you had discussed
2 in September been provided to the families?
3 **A.** So there is a -- in part, is the answer. There is
4 a significant email exchange between these two events on
5 14 December in which Superintendent Sanders raises with
6 me three PSD matters, and he outlines them in an email.
7 Which I read at that time, and in all honesty, I had
8 completely forgotten about my exchange on 20 September.
9 In that email, Leigh describes those three matters.
10 He describes a front counter clerk, who he knew had been
11 looking at multiple cases; he describes PC Gell, but in
12 his description of Gell, there is no reference to the
13 WhatsApp, it is merely a reference to looking at
14 information, which I understood to be looking at
15 the defendant's custody record; and then there was the
16 matter about Skenderaj, who is the special constable.
17 So following that email, I then had a discussion
18 with the, by that time, new head of PSD, Superintendent
19 Reynolds, and he described those three matters in
20 exactly the same way. And so I wrote an instruction at
21 that point to say "on the basis of the information" as
22 I had it in that email, "I didn't feel that the matter
23 relating to the front counter clerk needed to be
24 disclosed", regrettably, because I now, having reflected
25 on that, think it should have been. I said that the

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1 **Q.** Who did you consider needed to give the green light for
2 that information to be passed?
3 **A.** So this chain of emails was a green light from the Head
4 of PSD to the family liaison advisor, Claire Gould, that
5 she should take back to the SIO, Superintendent Sanders,
6 to ensure that these matters were shared with the
7 families.
8 **Q.** Then if we could look at the Gold Group meeting of
9 19 January 2024, so a considerable time after this.
10 This is September 2023. If we could move then to
11 NGPF0007807. This is the Friday before the sentencing.
12 If we look over the page, please, at page 2, item 6.
13 The Special Constable, by this stage, had been dismissed
14 as a result of his viewing the material. A front
15 counter clerk has a hearing pending. A Constable has
16 a hearing today -- that was PC Gell, was it?
17 **A.** Yes, it was, yes.
18 **Q.** "Per previous discussions with the SIO, the family have
19 been notified of the appropriate updates to date, but
20 [there] will need to be a further briefing at the
21 appropriate time about the specifics of the special
22 constable case.
23 "Action: At the appropriate time, [Detective
24 Superintendent] Sanders to inform the family whose
25 deceased loved one was viewed by the special constable."

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1 matter relating to PC Gell, but I was only referring to
2 the information that I had, which was about him looking
3 at the defendant. I said that doesn't need to be
4 disclosed either, which, on reflection, I regret because
5 it should have been, regardless.
6 In relation to PC Skenderaj, I was really clear that
7 that needed to be disclosed, that it ought to have been
8 disclosed in September when we knew about it, and that I
9 wanted it to be disclosed as soon as possible.
10 A short exchange of emails thereafter resulted in
11 feedback being provided to me that had come from the
12 family liaison officers and the family liaison advisor
13 to Superintendent Sanders to indicate to me that it
14 would be inappropriate to share that information at that
15 time, given the proximity to Christmas, I think was the
16 main reason, and I replied to say okay, on balance
17 I agree with that. How --
18 **Q.** Can I just pause you there. You do address that in the
19 statement --
20 **A.** I do.
21 **Q.** -- but we have a gap from September to December?
22 **A.** Yes.
23 **Q.** Who is responsible for that gap, in your view?
24 **A.** Superintendent Sanders.
25 **Q.** Yes. And please, continue briefly.

12

- 1 **A.** Sorry. So I reply to say that: "okay, I agree on
2 balance that now is perhaps not the time, but this needs
3 reviewing and doing immediately after Christmas ..."
4 I might not have used the word "immediately" but "Do
5 it after Christmas, please."
6 After Christmas, I receive an email from Leigh
7 Sanders to say that it's been done, and that the
8 families have been told.
9 In the Gold Group then in the January when I explore
10 that in some more detail, it transpires that although
11 Leigh had told them, he had not told them in the detail
12 that I thought they ought to have been told, which was
13 hurtful and as upsetting as it was going to be, it was
14 my view that the families deserved and had a right to
15 know.
16 **Q.** There's an additional -- sorry, carry on briefly.
17 **A.** Really briefly and we had a debate, frankly
18 a disagreement about that, which ended with me setting
19 that action, which was "You will do it".
20 **Q.** There's an additional piece of information about
21 PC Gell, and that is his involvement in previous
22 matters --
23 **A.** Yes.
24 **Q.** -- relating to VC. Were you aware of that at this
25 stage?

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- 1 "There was discussion surrounding what the family
2 want and need to know about the misconduct hearings etc.
3 This will need to reflect the needs and views of the
4 family."
5 Action: [Temporary Superintendent] Reynolds and
6 [you] to find some time to consider the totality of
7 reporting/incidents and talk about:
8 "What of this needs to be shared with the families
9 [and]
10 "The learning that has come out of this and what is
11 the organisational response to this ...
12 "[You] decided in the last Gold that there would be
13 a delay in providing the information about the Special
14 Constable case because of its proximity to sentencing.
15 It is [your] view that this ought to have happened in
16 September, (and [you] had been informed that it would
17 have been) however, informing them in the lead to
18 sentencing would have been insensitive and at an
19 inappropriate time, in [your] opinion. [You] take
20 responsibility for this. Important now that the comms
21 to the families around all these matters are done in the
22 right way at the right time by the right person."
23 So, at this stage, it seems as though there was
24 a serious issue faced by the group --
25 **A.** Yes.

15

- 1 **A.** No, I don't think I was, no.
2 **Q.** If you had been aware of that, was that information that
3 you also think should have been included in
4 notifications to the families?
5 **A.** Sorry, just so I understand, do you mean his
6 involvement --
7 **Q.** PC Gell was --
8 **A.** He went to one of the incidents where he was
9 sectioned -- the 135?
10 **Q.** Yes, and he also assisted to a small extent in respect
11 of obtaining medical information relating to Feven.
12 **A.** Oh, so I didn't know that. Would I necessarily think
13 that needed to be shared with the families? Not
14 necessarily. I would probably want to understand that
15 in some more detail, but the matter relating to the
16 WhatsApp, absolutely they should have been. And they
17 weren't.
18 **Q.** If we could please turn to NGPF0007809, we're now on the
19 30 January. This is the Tuesday after sentencing.
20 **A.** Yeah.
21 **Q.** If we go over to page 3, please. We see there:
22 "[Temporary Superintendent] Reynolds stated that
23 [a Freedom of Information Request] had come in regarding
24 the number of staff/officers who had looked at material
25 ...

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- 1 **Q.** -- realising the severity of that failure to disclose;
2 is that right?
3 **A.** That is right, yes.
4 **Q.** Does responsibility, in your view, lie with SIO Leigh
5 Sanders, the Chief Constable, you, or somebody else?
6 **A.** So the responsibility for communicating with families in
7 the context of a homicide investigation lies with the
8 SIO.
9 But, given that I was providing Gold oversight, and
10 given the fact that these matters were brought to my
11 attention, I should have ensured that he shared those
12 matters with them, which I hope you can see I did
13 belatedly. I regret that, between 20 September and the
14 14 December, I missed an opportunity in that period to
15 have stepped into that space, and have been more
16 intrusive, to have ensured that that information was
17 shared. I thought it had been. I thought it should
18 have been. I expected it would have been. But when
19 I reflect now -- I don't mean now today, I mean I've
20 reflected ever since this moment -- that all of that
21 pain, additional pain, that the bereaved families and
22 the surviving victims have suffered because of that,
23 could have been avoided if I'd have stepped into that
24 space and made sure that it happened, and I regret that
25 then, and I regret that now, and I am really sorry about

16

1 that.

2 **Q.** You've set out at paragraph 482 of your witness
3 statement, page 108, an unreserved apology, as well.
4 I'm going to move on, then, an entirely separate
5 topic: other investigations. Could we please bring up
6 to onto screen HMCP0000542. This is an email from
7 Julian Hendy, who we'll be hearing from in due course,
8 to the Webber family. And he -- I'll just read to you
9 from that bottom email. He says as follows, he says:
10 "After speaking with the Coates family and you last
11 week, I wrote to NHS England to let them know you had
12 still not received anything from Nottinghamshire
13 Healthcare (mental health) Trust, and asked them to make
14 enquiries.
15 "They arranged a Teams meeting for me today with
16 their patient safety manager ... and their own family
17 liaison manager ...
18 "They told me that they have been actively trying to
19 contact all the families but had been specifically told
20 not to by the police - who also told them they could not
21 actively proceed with their health service
22 investigation.
23 "I thought this was rather odd as usually the two
24 are not really in conflict. The criminal investigation
25 is to determine if the Police have the right suspect and

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1 So if I take, for example, as an analogy, a domestic
2 homicide review, we would tread really carefully with
3 those for what are probably obvious reasons: the notion
4 that potential victims in a criminal investigation are
5 providing further statements and accounts, can
6 complicate those criminal proceedings. And so I would
7 tread very carefully about that. So it wouldn't -- it
8 wouldn't surprise me if I had suggested something like
9 that. But the bit about this particular event that I
10 have a vague memory of is, an email exchange which
11 I think brought Claire Gould together with somebody at
12 the trust to try and reach a sensible arrangement in
13 order for the trust to be able to be speak with the
14 families.
15 **Q.** She'll be giving evidence on Thursday.
16 **A.** Yes, I think she'll be able to help with that, yeah.
17 **Q.** Finally, before we go to recommendations, there is one
18 very brief topic and that is the subject of your second,
19 most recent, witness statement, relating to Ian Coates'
20 body remaining at the scene until 8.30 pm. Now, that
21 sounds like a very long time indeed for a body to remain
22 at the scene. What can you tell us about the reasons
23 for that and, in your view, is that unusual?
24 **A.** So I think the first thing to say is that, until I was
25 asked about that just before the weekend, I wasn't aware

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1 enough evidence to prosecute - whereas the health
2 services investigation concentrates on whether anything
3 could have been done differently beforehand by health
4 services which might have made a difference.
5 "They told me they had already drafted the letters
6 and were intending to give them to the police FLOs to
7 pass on to you at an appropriate time, but as the police
8 would not give them the FLO's names, they were unable to
9 do this.
10 "They said they understood the decision for you not
11 to be contacted went up to an Assistant Chief Constable
12 in Nottinghamshire, Rob Griffin."
13 Do you recall anything in relation to this?
14 Essentially, the police -- and you are named
15 there -- as having put a brake on any investigation by
16 the trust?
17 **A.** If I do --
18 **Q.** If you could scroll up again?
19 **A.** I do vaguely recall it, and it might be that Claire
20 Gould can help further with this, because I do remember
21 a contact, but I can't remember the precise detail, and
22 I remember replying and trying to put Claire in touch
23 with somebody at the Healthcare Trust, and I would
24 always be cautious in relation to parallel
25 investigations taking place.

18

1 of that, and I caused investigation to be made on Friday
2 about it. And it does seem like a long time. It does
3 seem like a long time and, for Ian's family, that is
4 particularly traumatic. But, given the number of scenes
5 that were being managed at that time, the availability
6 of crime scene investigators, the approach taken by the
7 crime scene coordinator, the thoroughness with which
8 that scene was managed, I have to trust those who say
9 that that amount of time was necessary in order to
10 ensure that all forensic opportunity was maximised.
11 And, unfortunately, I can't go any further than that
12 because I haven't personally investigated every single
13 document that relates to that matter.
14 **Q.** Can we move on, then, to recommendations. I'm going to
15 start with Operation Catalyst. We've heard that the
16 force was put into engaged status. Briefly, what does
17 that mean? What does it involve?
18 **A.** What does "engaged status" mean?
19 **Q.** Yes.
20 **A.** So engaged status means where, following an inspection
21 by Her (*sic*) Majesty's Inspectorate of Constabularies,
22 that they have identified one or more areas for concern,
23 and, yes.
24 **Q.** Then you developed a ten-point plan in response?
25 **A.** Yes.

20

1 Q. Can we please bring it up on to screen, NGPF0007834. We
2 have there three whys, one what, six hows. Can you take
3 us through briefly the key points there and, in
4 particular, reflecting on the evidence we've heard,
5 whether any of those will address any inadequacies that
6 this Inquiry has been looking into?

7 A. Yes. So I delivered a briefing about this plan to
8 almost every single police officer in the force. The
9 three whys were to emphasise why are high-quality
10 investigations important; the force priorities; point to
11 a why, improving outcomes for victims and witnesses is
12 one of our priorities; the Code of Ethics, doing the
13 right thing, investigating properly is the right thing;
14 and investigations are inextricably linked to
15 vulnerability. In fact, that's how we establish whether
16 somebody is vulnerable or not: by investigating.

17 So they seem like three really basic points and
18 I made no apology when I said that this was a very much
19 back-to-basics approach. The what speaks for itself,
20 I think. This is about investigations but pointing out
21 to officers that every police officer is an
22 investigator, no matter what position they hold in the
23 organisation. It is not the reserve of detectives.
24 Every officer is an investigator.

25 Q. Just pausing there, does that address things that we've

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1 the supervisors play in investigations: they are
2 responsible for driving investigations; they are
3 responsible for monitoring progress.

4 Q. Pausing there with that address, the issues we've heard
5 about with Sebastian, for example?

6 A. Specifically, yes. The next point does too: suspect
7 management. So encouraging people to use their power of
8 arrest, it's a unique power to policing, and that where
9 an arrest is appropriate -- of course, we have to follow
10 the necessity test -- but use that power of arrest.
11 Don't just look at the offence. Look at the history,
12 again, directly addressing some of what we've seen
13 during this Inquiry and think about the overall risk
14 that that suspect might present to help you in your
15 decision over whether you arrest.

16 And then finally, perhaps a lesser point in the
17 context of this Inquiry, but I think it has been touched
18 upon, outcome codes. So, to officers, they seem
19 irrelevant, but getting the outcome code right, which
20 tells the reader how did that investigation end, helps
21 with our analysis to understand what can be done better
22 in the future to improve investigations.

23 Q. Thank you. I'm just going to take you to a few other
24 areas that the Inquiry has addressed and ask you your
25 views. Starting with training. We've heard about some

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1 heard about officers not checking the PNCs, for example,
2 because they don't think they're investigating the
3 crime?

4 A. I think it does, yes, yes, and it was directly intended
5 to address that kind of point: that we are not an
6 organisation that should compartmentalise itself. The
7 moment a call comes into our force control room, those
8 that receive that call should be thinking about
9 investigations. They do so with THRIVE assessment. The
10 officer --

11 Q. Moving onto the how?

12 A. Sorry. The how. The first how was make sure that all
13 of your information is on NICHE so that it is
14 accessible. The second point is ensuring that you
15 undertake a Victim-Needs Assessment and that is
16 different from the Victim Code of Practice the Victim
17 Code of Practice is about keeping people updated. The
18 Needs Assessment is about precisely that: assessing
19 needs. Be really clear in your investigation plan, so
20 what is it that you're setting out to do, what progress
21 are you making and what further work needs to be done?
22 And, in order to support officers with that, we really
23 condense down the number of investigation plan templates
24 that had formerly existed. I stress the importance of
25 supervisory reviews and the importance of the part that

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1 gaps in training. Inspector Shaw, for example, said
2 that, at the time of the incident, there was a complete
3 lack of training for Sergeants and Inspectors in the
4 role in general but more pertinent to the incident in
5 major incident training. Are you aware of any
6 improvements being made there?

7 A. Yeah, so as part of our Proud to Lead Academy now, every
8 Sergeant -- or at the point of qualification to the rank
9 of Sergeant goes on to a week's course and within that
10 week's course they spend half a day on critical incident
11 management and half a day on effectively major incident
12 management, and similarly, for Inspectors, who now
13 attend a four-day course. They spend a whole day with
14 direct face-to-face training about those matters.

15 Q. Is that significantly more time than had been given
16 prior to the incident?

17 A. Yes.

18 Q. Responding to serious incidents. Have there been any
19 improvements in anticipation of further serious
20 incidents like this? I mean in terms of, for example,
21 search advice and coordination, have any steps been
22 taken?

23 A. Yeah, so Simon Allardice, the Superintendent who you
24 heard evidence from, who is a very, very good
25 Superintendent, has been reflecting, whilst he undertook

24

1 the exercise of the forensic review, and he is in the
 2 process of implementing changes within our contact
 3 centre to ensure that, in future, we have got
 4 a consistent and coordinated approach to search.

5 **Q.** CI Mather's evidence was to the effect that dispatchers
 6 were the ones who were coordinating the search. Are
 7 they the right people to coordinate a search in
 8 a significant case such as this and is there any
 9 learning that you can draw from that?

10 **A.** I think they can be but I think we need to be clearer
 11 about who exactly is responsible for what exactly
 12 because the FIM might take the lead in the coordination,
 13 the Sergeants may do, the dispatchers may do, the
 14 Response Inspector on the ground may do. Subject to the
 15 scenario that we are facing, it might be that any one or
 16 other of those is better placed to do the coordination
 17 but the important thing is somebody making that decision
 18 and then ensuring that that happens and, ultimately,
 19 that responsibility will sit with the Force Incident
 20 Manager.

21 **Q.** We've heard about CCTV. What about the use of CCTV to
 22 find perpetrators? Have there been any improvements, so
 23 far as that is concerned?

24 **A.** I think the approach to the use of CCTV to find
 25 perpetrators, so in that golden hour, tends to focus,

25

1 the start of an incident like this to deploy an officer
 2 to join those in the Woodlands Control Centre.

3 **Q.** In terms of the National Police Air Service, there seems
 4 to be some confusion. The Force Incident Manager
 5 believed that that wasn't available to him on the night.
 6 We've heard from PC Speeden that, in fact, you can use
 7 them; you just have to pay for them. What is, in your
 8 understanding, the correct approach there and have there
 9 been any changes? Not in terms of what happened on the
 10 night but can you, in fact, use the National Police Air
 11 Service and, if not, should you?

12 **A.** Not -- we -- it is not available to us in those
 13 nighttime hours, no.

14 **Q.** Full stop, irrespective of payment?

15 **A.** Yeah, we don't buy it in per day; we have a -- we have
 16 an arrangement that forces contribute to, and for that
 17 contribution you get agreed hours of use for the air
 18 service, and that's not in -- that doesn't take place in
 19 the night. But I would say that the drone is as
 20 effective, particularly for a dynamic deployment like
 21 that when you're searching for somebody in the there and
 22 then moment.

23 **Q.** We know that a drone wasn't flying on that night. Do
 24 you have sufficient drones? Is there any learning in
 25 that respect?

27

1 really -- focus realistically on two things: that is
 2 CCTV that is available at the scene, the sight and sound
 3 of the incident -- and, actually, I can see that
 4 officers were doing that on the night of 13 June -- and
 5 then, secondly, the there and then accessible CCTV that
 6 is available within our Woodland -- not ours but the
 7 City Council's Woodlands Contact Centre, we are still
 8 debating whether -- what the value of putting a police
 9 officer in there at the time, given that those that work
 10 in there do have a radio and are experts in operating
 11 the machinery.

12 And I've got to say, I've still got a very mixed
 13 view about that and so I don't necessarily agree, I'm
 14 afraid, with the assertion that the use of Woodlands
 15 CCTV on that night was actually ineffective.

16 **Q.** Irrespective of what happened on that night, I'm really
 17 asking you about the future and changes that are being
 18 made. In respect of CCTV, then, I think your answer is
 19 that you're considering whether to embed an officer, but
 20 you haven't made a final decision?

21 **A.** No, no, sorry, no, no, that's my fault. I apologise.
 22 We're not considering whether we embed one. I don't
 23 think that's necessary. We are now considering,
 24 particularly in light of what we've heard during the
 25 Inquiry, whether it ought to be a fast-track action at

26

1 **A.** We have sufficient drones. A drone officer was deployed
 2 on the night and that drone officer went up to the
 3 cathedral, as we know, and was in and around the search
 4 on that night, and I have to defer to the expertise of
 5 the drone officer over whether or not it is a viable
 6 tactic. Knowing what I know about the route that VC
 7 took --

8 **Q.** We're not focusing now on what happened on the night --

9 **A.** Sorry.

10 **Q.** -- but we're focusing on recommendations
 11 -- (*overspeaking*) --

12 **A.** Sorry, I was trying to put that potential recommendation
 13 into the context of the value of its use in a scenario
 14 like this. So to answer the -- we have sufficient drone
 15 capability and capacity in Nottinghamshire.

16 **Q.** In terms of radio talkgroups, we've heard about certain
 17 messages not being heard. We've also heard about some
 18 improvements as far as that's concerned. Are there any
 19 further improvements that you think could be made in
 20 respect of radio talkgroups?

21 **A.** I'm sorry?

22 **Q.** Are there any further improvements that you consider
 23 could be made that haven't already been made in respect
 24 of the free flow of information over radio talkgroups?

25 **A.** I don't think there are further improvements that can be

28

1 made, because we have made improvements already. Most
 2 notably moving people onto a specific channel that we
 3 have for firearms that, whether it is a firearms
 4 deployment or not, can help coordinate that messaging.
 5 **Q.** Information sharing outside of the police. Are you
 6 aware of any significant changes that's happened in
 7 respect of the universities or healthcare providers?
 8 **A.** I know that there's a refreshed information sharing
 9 agreement with the University. I can't remember exactly
 10 when that came in time.
 11 **Q.** Inappropriate access, something we've spoken about
 12 already. Have there been any improvements in the
 13 protection of systems in respect of inappropriate
 14 access?
 15 **A.** I think it's -- I don't think it's the systems that
 16 needed changing their protection; I think it's the
 17 culture that needs a change. And we have really focused
 18 on that and continue to focus on that. But the message
 19 is straightforward, and everybody can see that message
 20 when they log onto a system in Nottinghamshire.
 21 **Q.** Then, finally, support for the families. We've
 22 already -- we've heard today about issues concerning the
 23 sharing of information with families. In particular,
 24 information that might be embarrassing to the force such
 25 as the warrant issue. Has the force made any changes in
 29

1 so just over two hours -- that any tent arrived to cover
 2 Mr Coates. That's right, isn't it? Please check your
 3 statement -- I'm taking it from your statement.
 4 **A.** Yeah, if it's in the statement, then it's correct, yes.
 5 **Q.** Anybody can correct me if I'm wrong, but the crime scene
 6 investigators arrived at the scene at 7.55 and a tent
 7 was placed over Mr Coates at that time. Until that
 8 time, he lay in the street with a blanket or blankets
 9 over him; do you recollect that now?
 10 **A.** I don't recollect that, no, but I know, as a result of
 11 the investigation that was undertaken, following the
 12 second Rule 9. So yes, I now know that to be the case,
 13 yes.
 14 **Q.** Now, to be fair to you, you've said that you can imagine
 15 the distress of the family of Ian --
 16 **A.** Yes.
 17 **Q.** -- in knowing that he was at the scene for 15 hours or
 18 thereabouts?
 19 **A.** Yes.
 20 **Q.** Can you imagine the distress of the notion of Ian being
 21 there for that amount of time just covered in a blanket
 22 as well, over 2 hours?
 23 **A.** I actually can't imagine it. It's awful.
 24 **Q.** Yes, thank you. In a constructive way, is there any
 25 room for improvement with that, in terms of ensuring the
 31

1 respect of its approach to candour and the sharing of
 2 information with the families?
 3 **A.** I don't think we've made any specific changes, but we
 4 individually and collectively recognise that we got the
 5 sharing of information during this incident really
 6 wrong, and I think that in itself is a huge lesson for
 7 us and a reminder about sharing information in a timely,
 8 clear and consistent fashion.
 9 **MR BLAKE:** Chair, I don't have any further questions. There
 10 are questions from Core Participants.
 11 **THE CHAIR:** Yes, Mr Moloney, how long do you think you might
 12 need?
 13 **MR MOLONEY:** I think myself 15 minutes, actually, Chair.
 14 **THE CHAIR:** Right, well, I think we'll take your questions
 15 first and then we'll take a short break before
 16 Ms Cartwright's questions. Thank you.
 17 **Questioned by MR MOLONEY**
 18 **MR MOLONEY:** Temporary Detective Chief Constable, may I ask
 19 you first of all about your second statement to do with
 20 Ian Coates. Mr Coates was pronounced dead at 5.52 on
 21 that morning, wasn't he?
 22 **A.** Yes, he was.
 23 **Q.** I want to ask you about one element of it to begin with,
 24 that you weren't asked about by Mr Blake, and that's
 25 that, essentially, it wasn't until 7.55 that morning --
 30

1 dignity of a body of a dead person in those
 2 circumstances? May I just suggest something and see
 3 whether you -- you've said, of course, that there were a
 4 number of crime scenes that had to be investigated that
 5 morning. I think it was 11, wasn't it?
 6 **A.** Yes, there was.
 7 **Q.** Would you think that it would be a good idea to
 8 prioritise a scene where a man lay dead?
 9 **A.** Yes.
 10 **Q.** Yeah. Then just to go further, Mr Coates was taken away
 11 at 8.30 at night, nearly 15 hours, as you've
 12 acknowledged, and that was when the crime scene
 13 investigation was complete, wasn't it?
 14 **A.** I understand so, yes.
 15 **Q.** Yeah. If you're not able to answer this, please say so,
 16 but did Mr Coates really have to stay at the scene until
 17 the crime scene investigation was totally complete, or
 18 is that something that's not within your expertise?
 19 **A.** Well, I would say that it would be within my expertise,
 20 only I just don't know the circumstances in sufficient
 21 detail. I've not spoken to the crime scene coordinator
 22 or the crime scene investigator to understand why, in
 23 this scenario, they would have needed that to have been
 24 the case.
 25 **Q.** As I say to you, as I said before, fairly, you've
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1 recognised the distress that might cause?
 2 **A.** Oh absolutely, yes.
 3 **Q.** As a very senior officer, could you see room for
 4 improvement in procedures around that perhaps
 5 prioritising removing the body from the scene if at all
 6 possible?
 7 **A.** If at all possible, yes.
 8 **Q.** Can I just now ask you about CCTV. You told the Chair
 9 this morning that VC is actually caught on local
 10 authority cameras on the morning of 13 June of 2023.
 11 **A.** On a subsequent check of those cameras --
 12 **Q.** On a subsequent check --
 13 **A.** Correct, yes.
 14 **Q.** -- he's seen by the cameras that morning --
 15 **A.** Yes, he is.
 16 **Q.** -- and you went through the roads where he went and you
 17 think that the Radford Road CCTV may not have been
 18 working that morning?
 19 **A.** That's my recollection from --
 20 **Q.** I'm not going to hold you to it, but it's something that
 21 you've looked at?
 22 **A.** That is my recollection from speaking to the officer
 23 that coordinated the CCTV, yes.
 24 **Q.** Now, just one technical detail, if I may. Can local
 25 authority cameras zoom in?

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1 frankly guessed which way he'd gone from Hopedale Close,
 2 and within a minute or two of him having reached Birkin
 3 Avenue to have picked the right camera, and to have
 4 spotted him and to have zoomed in.
 5 But the answer to the question is, if they had been
 6 able to do that, yes, they would have been able to zoom
 7 in on him.
 8 **Q.** So if they'd been, as it were, quickly scanning
 9 available cameras in the area --
 10 **A.** Yes.
 11 **Q.** -- and they had seen a subject that potentially matched
 12 the description that was being circulated, they could
 13 have zoomed in?
 14 **A.** Yes.
 15 **Q.** Finally, can I just ask you about what you said about
 16 VC's violence first, if I may, and in particular I'd
 17 like to focus on the assault on PC Pritchard.
 18 **A.** Yes.
 19 **Q.** Because -- and to establish whether or not that was
 20 serious or not, and I can just understand your thinking
 21 about what amounts to serious --
 22 **A.** Yes.
 23 **Q.** -- and not, if I may.
 24 You've pointed out correctly that the offence of an
 25 assault on an emergency worker is triable either way?

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1 **A.** Yes.
 2 **Q.** They can, can't they?
 3 **A.** Yes.
 4 **Q.** So if VC was -- or if they had a description and they
 5 were looking for somebody in a concerted way and there
 6 was potential for a person at a distance because, as you
 7 say, the footage of VC from that one camera is at
 8 a distance, they could zoom in if they were looking for
 9 him, couldn't they?
 10 **A.** Well, there would have to be a few steps before that, if
 11 I can just elaborate on that.
 12 **Q.** Oh, please.
 13 **A.** So the camera that we see him on on the morning of the
 14 13 June is the junction of Player Street and Alfreton
 15 Road, and then on Birkin, travelling to Holland --
 16 **Q.** --
 17 **A.** -- sorry, -- (*overspeaking*) --
 18 **Q.** Can I just establish that what we're talking about now
 19 here is that the camera that he is picked up on --
 20 **A.** Yes.
 21 **Q.** -- when nobody was looking for him -- (*overspeaking*) --
 22 **A.** Yes, but what I was hoping to explain was that it would
 23 have required somebody in the control room, because we
 24 know now what time he passed those cameras, it would
 25 have required somebody in the control room to have

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1 **A.** Yes.
 2 **Q.** Inevitably, the seriousness of the offence on an
 3 emergency worker will vary?
 4 **A.** Yes.
 5 **Q.** Because it could just be a pull on the arm of a police
 6 officer, couldn't it? That's an assault, and that would
 7 be dealt with summarily, and that's one side of the
 8 either-way, isn't it: summary disposal?
 9 **A.** Yes.
 10 **Q.** But some offences of assault of an emergency worker
 11 could be very serious, couldn't they?
 12 **A.** They can be, yes.
 13 **Q.** Yes, and be deemed, as the term goes, not suitable for
 14 summary trial and tried in the Crown Court?
 15 **A.** There are other factors involved in the decision over --
 16 **Q.** Of course.
 17 **A.** -- whether it goes to Crown Court or not. Seriousness
 18 is one of them, yes.
 19 **Q.** Absolutely. Now, you said that you've watched some of
 20 the evidence of the Inquiry?
 21 **A.** Yes.
 22 **Q.** Yes. Did you see the evidence of Police Sergeant Ellis?
 23 **A.** No.
 24 **Q.** Do you know who she is?
 25 **A.** Do I know who she is?

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1 Q. Yes.
 2 A. Yes, I know who she is.
 3 Q. Sorry, that's --
 4 A. Yes, I do know who she, is, yes.
 5 Q. She's a really experienced and diligent Sergeant, isn't
 6 she?
 7 A. She is.
 8 Q. Yes. She was there at the time of this assault on
 9 PC Pritchard, wasn't she?
 10 A. Yes.
 11 Q. She didn't just read a statement or watch a video; she
 12 was actually there?
 13 A. Yes, she was there, yes.
 14 Q. Having been there -- and Police Sergeant Ellis would
 15 probably see violence on quite a regular basis as
 16 a Police Sergeant in response, wouldn't she?
 17 A. Yes, she would.
 18 Q. She put the marker on the PNC "extreme violence to male
 19 officers and assault without provocation", didn't she?
 20 A. Yes.
 21 Q. Yes. She added to the NICHE occurrence, as well?
 22 A. I don't know if she added it to NICHE but I know that
 23 it's on PNC, yes.
 24 Q. I'm not saying she put the same thing on NICHE; she put
 25 that marker on the PNC and then she added to the NICHE

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1 essentially no record of assaulting women at that stage
 2 but he said he would go with PC Pritchard, didn't he?
 3 A. He did say that, yes.
 4 Q. He took his glasses off, didn't he?
 5 A. He did do that, yes.
 6 Q. Then his going with PC Pritchard amounted to him
 7 advancing towards PC Pritchard and punching him, didn't
 8 he?
 9 A. He did do that, yes.
 10 Q. Then he didn't stop once he'd punched him. He tried to
 11 hit officers with handcuffs; is that right?
 12 A. Yes, he did.
 13 Q. He headbutted?
 14 A. Yes.
 15 Q. Officers had to press the emergency button to summon
 16 assistance?
 17 A. They did.
 18 Q. He had to be subdued with PAVA and Taser?
 19 A. Yes.
 20 Q. Once he was subdued, he said to PC Pritchard "You didn't
 21 go down", or words to that effect, didn't he?
 22 A. Yes, he did.
 23 Q. Could have been much more serious if PC Pritchard had
 24 gone down, as well, couldn't it?
 25 A. I'm not sure I can answer that.

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1 occurrence, as well?
 2 A. Yes, so I don't know about that. I know that there is
 3 a marker on PNC that says, "Extremely violent,
 4 unprovoked attack on police officer". I didn't realise
 5 it said "male" but I'll take your word for it, sir, if
 6 you've seen it.
 7 Q. PC Pritchard's injuries are consistent with actual
 8 bodily harm, aren't they? The bruising he has and the
 9 abrasion?
 10 A. I'm not sure it's consistent with actual bodily harm.
 11 Q. Well, I don't need to pursue that. Sorry --
 12 A. Sorry, to answer the question, I think it would probably
 13 fall more closely into the category of common assault
 14 injuries than actual bodily harm injuries.
 15 Q. Okay. VC actively sought out violence with PC Pritchard
 16 on that morning, didn't he, on that day? He said to
 17 PC Pritchard that he would go with him and then, in an
 18 unprovoked way, he punched him and carried on attacking
 19 him, didn't he?
 20 A. Well, he was being sectioned at the time but it was
 21 unprovoked to the extent that the officers weren't using
 22 violence towards him, yes.
 23 Q. Unprovoked means what it says: essentially, so far as VC
 24 is concerned, when the officers came to assist in the
 25 execution of the warrant, he pointed out that he had

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1 Q. In your rank, are you saying that you don't consider all
 2 of that to be serious violence?
 3 A. What I'm saying is that, in the context of a police
 4 assault, it is a serious police assault. On the broader
 5 spectrum of violence, an either-way offence with those
 6 injuries is not what I would describe as serious
 7 violence.
 8 Q. Can I just draw the contrast with what you said about
 9 Feven, that you thought that the incident with Feven is
 10 serious violence.
 11 A. It's a Section 20 wounding. Yes, I think that's serious
 12 violence.
 13 Q. That's because of the injuries, is it?
 14 A. Yes.
 15 Q. Because VC made no physical contact with Feven, did he?
 16 A. No.
 17 **MR MOLONEY:** No.
 18 Thank you very much, that's all I ask.
 19 **THE CHAIR:** Thank you. Well, we'll take a break now and
 20 we'll start again at 3.15, thank you.
 21 **(2.57 pm)**
 22 **(A short break)**
 23 **(3.15 pm)**
 24 **THE CHAIR:** Yes, Ms Cartwright.
 25

40

1 **Questioned by MS CARTWRIGHT**

2 **Q.** Deputy Chief Constable Griffin, first of all, a general
3 principle, you were an Assistant Chief Constable in June
4 2023, you're now the temporary Deputy Chief Constable.

5 Would you agree, as an officer in a leadership role,
6 it is of central importance that at all times you act
7 with candour, openness and transparency --

8 **A.** Yes.

9 **Q.** -- and that you comply with the ethical principles of
10 policing?

11 **A.** Yes.

12 **Q.** Now, I want to ask you first of all, you've essentially
13 said to the Chair today that you personally realised in
14 January of 2024, following the sentencing, and how you
15 would engage with the media, that the communication with
16 the families had gone badly wrong, yes?

17 **A.** Yes.

18 **Q.** That there was significant relevant information that had
19 not been shared with the families, yes?

20 **A.** Yes.

21 **Q.** I think you have gone on to indicate that you'd had
22 discussions with the Officer in the Case in January of
23 2020, on I think around the 19th, the conversation
24 realising something badly wrong had gone on, yes?

25 **A.** Sorry, with the Officer in the Case?

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1 force had not communicated the previous incidents and
2 the warrant --

3 **A.** Sorry --

4 **Q.** -- and yet we get to February 2026, in the opening
5 statement of Nottingham Police, where they accept that
6 at no point had those that I represent been updated
7 about the previous incidents on the warrant, and so what
8 I want to ask is, bearing in mind you'd identified that
9 failing in January 2024, what steps you took personally
10 to correct that position for those that I represent?

11 **A.** So I hadn't realised that that information had not been
12 communicated to the surviving victims.

13 In my meeting on 19 January, we were speaking
14 specifically about information that had been provided to
15 Mrs Webber, actually, which stemmed from an email that
16 we'd received. So I actually hadn't realised at all
17 that information had not been provided to the surviving
18 victims. In actual fact on the 19th, it was confirmed
19 to me that information had been provided to the bereaved
20 families.

21 **Q.** That's -- well, you -- so you've identified there's been
22 a significant failure to update the Webber family, and
23 would it not necessarily follow, in accordance with
24 accountability and ethical policing, that you would want
25 to know what updates had been given to each of the

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1 **Q.** Yes. So I think you've told us today about the 19
2 January, you made it clear to Officer Sanders what was
3 required to give the updates to the families about
4 information that was known by the police?

5 **A.** Yes, we had a conversation about information relating to
6 the Special Constable. Yes. Oh -- apologies, on 19
7 January?

8 **Q.** Yes.

9 **A.** Yes, sorry.

10 **Q.** So what I want to understand from you, because you will
11 know, in the submissions filed by Nottingham Police,
12 that Nottingham Police accepted only in their opening
13 statement to this Inquiry that at no point had any
14 update been provided to the survivors about the previous
15 incidents. So I want to understand from you personally,
16 having identified these failings in January 2024, what
17 steps you took to correct that and to essentially act
18 with candour to those that I represent in giving all the
19 detail about the various contacts the police had had and
20 the failure to execute the warrant?

21 **A.** Sorry, would you mind just repeating that question,
22 please?

23 **Q.** Yes. So you're telling this court --

24 **A.** Yes.

25 **Q.** -- and you say you saw the work calls, you realised the

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1 victim's families and the survivors?

2 **A.** Yeah, so it became clear to me on 19 January that it had
3 to be the case that information had not been at the very
4 least absorbed by the bereaved families. I knew that
5 there'd been a meeting with the bereaved families on
6 7 December, in Avon and Somerset, with the CPS, where
7 information was provided, both verbally and then
8 followed up in writing, and I took it from that,
9 therefore, that those families did know that
10 information. I then questioned whether or not the
11 information had been fully absorbed because of
12 a question that had been raised which tended to indicate
13 that it had not. There was a question about the warrant
14 and so I suggested on that day, would it be appropriate
15 for me actually to go and see the families this weekend,
16 and the family liaison advisor and the SIO said not, and
17 so I thought that we would get the opportunity to do
18 that after sentencing. And that opportunity then never
19 came.

20 **Q.** Well, you say that opportunity came --

21 **A.** No, sorry, I said that opportunity never came.

22 **Q.** That's what I said.

23 **A.** Sorry.

24 **Q.** You say that opportunity never came but, having
25 identified the failing, you've taken no steps to

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1 personally correct that failing, to ensure that accurate
 2 and true and complete information -- the one truth,
 3 I think we see in emails -- is shared with those it's
 4 most important to share with: the victims of the attacks
 5 of VC, so both the bereaved and the survivors.

6 **A.** Well, I would disagree that I took no steps. So I had
 7 a conversation with the Chief Constable and, whilst the
 8 Chief Constable was on leave, we together wrote the
 9 letter that she sent out to both the bereaved families
 10 and the surviving victims --

11 **Q.** That only references very limited information about the
 12 misconduct matter. It does not deal with the previous
 13 incidents?

14 **A.** No, sorry, it was an invitation to meet with the
 15 families, so on 29 January the Chief Constable sent
 16 a letter to both the bereaved families and to the
 17 surviving victims to ask to meet. That letter was
 18 drafted by me with the Chief Constable's staff officer,
 19 because the Chief Constable was on holiday at that
 20 point, and the intention of that letter was to organise
 21 a meeting to talk about those matters.

22 **Q.** I don't want to cut across you, but I've asked Officer
 23 Meynell about that and she had a meeting on 8 March with
 24 Wayne Birkett and Tracey Hodgson and she had no
 25 information about previous incidents. So this is now

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1 with the surviving victims in March.

2 **Q.** Because, officer, what I'm going to suggest to you --
 3 and I hope this not going to be contentious between
 4 us -- would you accept that that was a fundamental
 5 communication failure with the survivors to be open and
 6 transparent?

7 **A.** Sorry, this will be me, I apologise. I am a little
 8 confused now. Are you asking whether the Chief
 9 Constable's meeting was a fundamental failure or --

10 **Q.** I'm just asking globally, to have a situation where
 11 survivors in a public inquiry are told in submissions,
 12 and now having helpfully had the benefit of the
 13 disclosure from the Inquiry, that nobody from Nottingham
 14 Police had updated them about VC's previous incidents
 15 and the warrant, that that is a fundamental failure in
 16 communication that is contrary to the principles of
 17 openness and honesty? I don't think that should be
 18 a contentious issue, officer, but if that is, please now
 19 give your answer?

20 **A.** No, I completely agree. That is a -- the fact that the
 21 surviving victims were not given information about
 22 previous contacts with VC is a fundamental failing, yes,
 23 I agree.

24 **Q.** One for which you also share a part in that
 25 responsibility for that failure?

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1 asking you personally because your evidence about "I saw
 2 the hurt that was caused at sentencing", I'm afraid,
 3 officer, lands as a platitude when you personally don't
 4 take steps in a strategic manner to correct failures and
 5 information. So is the direct answer that you
 6 personally took no steps to correct the misinformation
 7 that was with the survivors?

8 **A.** Well -- my answer is that we wrote to the survivors to
 9 ask them to meet with us.

10 **Q.** So when --

11 **A.** -- to talk these matters through.

12 **Q.** -- so did you follow -- (*overspeaking*) --

13 **A.** Sorry to interrupt, a letter that was written on the
 14 29 January, which was the Monday after sentencing.

15 **Q.** So when Officer Meynell then met with the survivors,
 16 Wayne Birkett and Tracey Hodgkins, did you follow up to
 17 check that she'd given the fullest possible update to
 18 those survivors about the previous incidents and the
 19 warrant?

20 **A.** I didn't check with the Chief Constable, no.

21 **Q.** So, officer, it must have been a horrible surprise when
 22 you read the submissions on behalf of the force to
 23 realise that nobody at any point had updated those
 24 I represent about the previous incidents of VC?

25 **A.** I didn't actually know that the Chief Constable had met

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1 **A.** Yes.

2 **Q.** Now, I'm not going to go through the various and
 3 multiple emails going backwards and forwards to put
 4 forward versions of events about previous contacts with
 5 VC, as has been provided and prepared, but you have
 6 sought to suggest that that was you being open and
 7 transparent with the press and the public.

8 Can I just check that your understanding with
 9 openness and honesty fits with mine? Would you agree
 10 that candour means being open, honest, and
 11 straightforward?

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

13 **Q.** It requires sincerity?

14 **A.** Yes.

15 **Q.** Frankness?

16 **A.** Yes.

17 **Q.** Impartiality?

18 **A.** Yes.

19 **Q.** Needing to be forthright?

20 **A.** Yes.

21 **Q.** And reveal information that's unfavourable to the force?

22 **A.** Yes.

23 **Q.** So, officer, you'll understand when you seek to suggest
 24 that in those 'if only' or 'if only about' statements,
 25 that is you being open and transparent, but you in your

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1 own answers to this Inquiry today have said essentially
2 the offending relating to Feven was the most serious end
3 of the offending by VC, and so can you understand,
4 officer, why there was a huge amount of scepticism about
5 the failure of you to include the Grievous Bodily Harm
6 incident in the accounts of previous contact with
7 Nottingham Police?

8 **A.** So I think more important than any of that is ensuring
9 that Nottinghamshire Police do not share with the wider
10 public information that I was fearful had not been
11 shared with families.

12 **Q.** Well, we'll -- but how does that answer the question
13 about what you were approving after sentence of
14 information to go in the public domain about previous
15 incidents?

16 **A.** So the information that I approved to go into the public
17 domain ensured that there was no information in the
18 public domain that I could be certain was not known to
19 the families.

20 **Q.** Right. So did that not mean it was absolutely essential
21 that you personally gave the update to the families and
22 the survivors about the information you had omitted to
23 provide in the public domain?

24 **A.** It did, yes, and that's why we wrote to the families.

25 **Q.** But you've not written anywhere, "and describes the true
49

1 **THE CHAIR:** Can he answer, Ms Cartwright --

2 **THE WITNESS:** Can I just --

3 **THE CHAIR:** -- because you're asking the same questions and
4 he wants to give an answer.

5 **MS CARTWRIGHT:** I apologise.

6 **THE CHAIR:** Thank you.

7 **A.** So on Friday, 19 January, it became clear to me for the
8 first time that I could not be assured that the families
9 knew and/or had absorbed all of the information that I
10 thought at that time had been made clear to them. And
11 because of that, it caused -- it imposed limitations
12 upon me about what I thought I could say in the media,
13 because I was not prepared to say anything in the media
14 that I, if I had the faintest suspicion that I thought
15 was not known to the families, I wouldn't say. And so
16 I didn't.

17 **Q.** So what you're describing is a conscious decision to not
18 reveal the information about the arrests on 24 May 2020;
19 is that correct?

20 **A.** Absolutely, yes.

21 **Q.** And a conscious decision not to reveal the true extent
22 of the incident and injuries caused to Feven?

23 **A.** Yes.

24 **Q.** So when was that corrected in the public domain?

25 **A.** So it wasn't corrected in the public domain, because we
51

1 nature of the incident with Feven that's recorded in the
2 occurrences"? There's nowhere in the account that you
3 have provided that details the true nature of that
4 terrible incident?

5 **A.** We wrote to the families on 29 January to offer to meet
6 with the families, and the following day referred all of
7 the matters to the IOPC. And those meetings never came
8 about, as you know.

9 **Q.** Well, I'm going to suggest that the emphasis you were
10 trying to place in the public domain was essentially
11 blaming it all on health: that this is simply a force
12 that was involved with VC when you were assisting in
13 transporting VC to hospital or executing mental health
14 warrants, and that was not a true and accurate picture
15 that was in the public interest to be known about?

16 **A.** So I'm afraid I can't agree with that assessment. My
17 intention was, given the limitations that were placed on
18 me by virtue of the fact that information had not been
19 shared previously with the families, so they were
20 limitations that stemmed from our own failings --

21 **Q.** Well, on that basis, officer, you'd have been able to
22 put nothing in the public domain until you told those
23 that I represent --

24 **A.** Sorry, can I --

25 **Q.** If that's the principle, officer --
50

1 wrote to the families on 29 January to try to arrange to
2 meet with them, and then the following day we referred
3 all of the matter -- I referred all of the matters the
4 following day on 30 January to the IOPC. And from that
5 moment onwards, I was not at liberty to share that
6 information with the public.

7 **Q.** So it's a conscious decision not to give the full and
8 accurate information about the arrests in May of 2020?

9 **A.** Yes, to ensure that there was nothing in the public
10 domain that was not already known to the families.

11 **Q.** So can you help, then, with your role in the debrief,
12 the non-disclosure debrief that took place with the
13 press, please. NGPF0011160.

14 Thank you.

15 Now, we heard from Officer Meynell last week and
16 it's clear from some of the answers you've given you've
17 obviously followed the evidence of former Chief
18 Constable Meynell, and it was her evidence that she
19 believed you had given her the information that fed into
20 the previous incidents that's recorded in the
21 non-reportable briefing. Do you agree with her summary
22 of that?

23 **A.** I agree that I provided her with information about the
24 previous contact, yes.

25 **Q.** All right. So we can move to page 4. So this is said
52

1 to be the prior contact with VC, and so this is now the
2 Chief Constable giving an account to all of the gathered
3 press. We've got:

4 "The first occasion that we had contact with him was
5 in May 2020, when he had broken down the door to
6 [a] neighbour's flat, so in effect he'd committed an
7 offence of criminal damage. He was arrested and taken
8 into police custody, where he was seen by the health
9 practitioner.

10 "He was taken to the hospital for an assessment and
11 sent back to us as being fit for interview - Sorry fit
12 to be detained.

13 "And, as a consequence of that, he was [released
14 under investigation], so released under investigation
15 while we progressed with some further investigations.
16 On that same day following his release, he's damaged to
17 another door in the same complex where he's been taken,
18 brought back again into the police station, where as
19 a result of which he's sectioned and taken into mental
20 health care that's in a local hospital."

21 So would that have been the information you provided
22 to the Chief Constable?

23 **A.** My recollection was that I used the notes that I've made
24 in my log to brief the Chief Constable, and I checked
25 over the weekend, actually, the note that I've made in

53

1 The document that I relied on to brief the Chief
2 Constable includes information about Feven jumping out
3 of the window. I don't actually remember the
4 conversation. I don't remember the note that the Chief
5 Constable took and so I'm afraid it's really difficult
6 for me to explain why that is the Chief Constable's
7 version of what happened.

8 **Q.** But then can we agree as to what was known, then, before
9 you made the referral to the IOPC for the previous
10 incidents. We can see there's reference to "released
11 under investigation", so is it likely that you reviewed
12 the custody record?

13 **A.** That I reviewed the custody record?

14 **Q.** Yes.

15 **A.** I didn't review the custody record, no.

16 **Q.** You didn't?

17 **A.** No.

18 **Q.** Is it likely you reviewed the previous occurrences?

19 **A.** I personally did review the previous occurrences.

20 **Q.** You did, yes?

21 **A.** Yes.

22 **Q.** So you would have known, as recorded in the occurrence,
23 that Feven had sustained the fractures to her T12 and
24 lumbar, and the fracture to the T12 had required an
25 operation with pins and the like to secure the fracture?

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1 that log, and in that log there is reference to -- it
2 actually says, "IP jumped out of window".

3 What I can't be sure of because -- what I can't be
4 sure of is what exactly I told the Chief Constable
5 because I don't actually remember the conversation.

6 **Q.** So would you see that, again, the scepticism about
7 another account where there's essentially the misleading
8 information about the full extent of what happened on
9 24 May 2020 and the significant omission of the injuries
10 to Feven?

11 **A.** I can see that there is a significant omission here,
12 yes, and I can see that it is a missed opportunity to
13 share that information, yes.

14 **Q.** Well, would you agree, officer, if you look at it at
15 face value it looks like an account that completely
16 lacks candour?

17 **A.** It's not my account, so it's difficult for me to
18 comment.

19 **Q.** Well, I'm asking you because the Chief Constable has
20 said that she revealed the information on the basis of
21 the briefing you have provided her, which is why I'm
22 asking you personally about your views. Do you accept
23 and agree that this account lacks candour?

24 **A.** I think I can only go as far as to say that it's
25 incomplete. What I don't know is why it's incomplete.

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1 **A.** Yes, I knew that. Absolutely definitely, yes.

2 **Q.** Had you also appreciated that the gap between the first
3 arrest and the release of VC, subject to release under
4 investigation, it was 11 minutes or there about before
5 it was being called in again from the occupants of Brook
6 Court that VC was seeking to force his way into another
7 flat?

8 **A.** Yes, I knew that, yes.

9 **Q.** Had you also appreciated that, on the first arrest for
10 the criminal damage, that when Katie Eustace had
11 arrested VC, he was trying to force his way into another
12 flat and she had to physically handcuff him to remove
13 him from those premises?

14 **A.** I know the detail of all of the incidents, yes.

15 **Q.** Right. So had you also noted, as well, that the
16 body-worn video of that incident was no longer
17 available, even though it was exhibited to a statement?

18 **A.** I don't think I knew that, no.

19 **Q.** Had you also identified that Sergeant Hennessy, the
20 custody sergeant, had also failed to record the outcome
21 of a mental health assessment?

22 **A.** I didn't know that, no.

23 **Q.** So can we just briefly look, then, at the referral to
24 the IOPC, which is NGPF0007811. Thank you. If we can
25 just move through this document, please. I think, if

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1 you could just keep going, I apologise. Pause there.
 2 Thank you.
 3 So this is what went to the IOPC. So 24 May 2020:
 4 "[VC] breaks down door to neighbour's flat and is
 5 arrested at [12.20] for criminal damage. He was seen by
 6 a healthcare professional in custody and taken to
 7 hospital. He was not sectioned, but a mental health
 8 assessment was requested at a later date. He was
 9 released under investigation."
 10 Then at 20:29 that day:
 11 "... there was a further report to the police of a
 12 male trying to smash the door of a neighbour's flat,
 13 damaging lock and causing occupant to flee and jump out
 14 of first floor window. [He] was arrested for Criminal
 15 Damage and taken to custody. He was seen by mental
 16 health professionals in custody and was detained in
 17 a psychiatric hospital under Section 2, and released
 18 under investigation in respect of the criminal offences.
 19 The criminal investigation was eventually filed with no
 20 action taken after medical advice was received that [VC]
 21 was suffering from a psychiatric illness at the time of
 22 the offences and would not have been responsible for his
 23 actions."
 24 Officer, is there a reason why that summary to the
 25 IOPC also omits to deal with the full extent of Feven's

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1 should have been referred to the CPS, has the force made
 2 direct contact with Feven and explained what are now the
 3 identified failings in the investigation as the victim
 4 of this offence?
 5 **A.** No, I don't think they have, no.
 6 **Q.** That can be removed from the screen, please. Now, on
 7 the night of the incident, we know you were contacted at
 8 1.05 in the morning --
 9 **A.** Sorry, apologies, it was 5.01.
 10 **Q.** Sorry, I mixed the numbers up you're absolutely correct.
 11 So 5.01. Can I check, first of all, you've never given
 12 any indication, when you're on call, that you mustn't be
 13 contacted before a certain time, have you? So there was
 14 no direction from you not to be called when you're
 15 on-call?
 16 **A.** The direction -- it is widely known in my force that
 17 I would expect to be contacted, would want to be
 18 contacted and encourage contact. So it's quite the
 19 opposite.
 20 **Q.** Certainly, the evidence of the Chief Constable was also
 21 that if it's a critical incident, she would want to know
 22 almost immediately. So can you assist, did you get
 23 answers from Officer Mather as to why he left it almost
 24 an hour before contacting you for the first time at
 25 5.01?

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1 injuries?
 2 **A.** I didn't compile that referral so, no, I'm afraid
 3 I can't help with that.
 4 **Q.** But can you see yet again another account that relates
 5 to Feven that completely omits to deal with the grievous
 6 bodily harm caused to her by VC?
 7 **A.** I can see that that is omitted, yes.
 8 **Q.** Again, can you see the issue as to candour and
 9 transparency when, yet again, in a referral to the IOPC,
 10 a failure to reference those significant injuries?
 11 **A.** I can't explain, I'm afraid, why the person who authored
 12 that referral has not included that detail. I think
 13 more the point about this referral was that there had
 14 been significant contact between the police and VC, and
 15 that -- and because of the extent of that contact, and
 16 because of the -- what was, although not a public
 17 complaint from the families, was obviously tantamount to
 18 a complaint, I instructed that all of those matters were
 19 referred.
 20 I'm afraid that I don't make the referral and
 21 I didn't and wouldn't read the referral either, and so
 22 I'm afraid I'm simply unable to explain why it's not
 23 there.
 24 **Q.** But can I ask when you'd identified that this should
 25 have been an investigation that was detective led, that

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1 **A.** Well, I don't think I would expect to be contacted
 2 immediately. If there was a requirement for me to
 3 authorise something, so for example, to ratify
 4 a firearms deployment, I would expect to be contacted as
 5 soon as practicable after that authority had been given
 6 by a TFC.
 7 In relation to a critical incident, I would expect
 8 to be contacted at a sensible time, and by a "sensible
 9 time", I mean a point at which the Force Incident
 10 Manager or the Superintendent, so the Silver who is
 11 contacting me, has got enough of an understanding about
 12 the incident in order that they can brief me, and has
 13 decided what actually it is that they want from me as
 14 a chief officer on call. So I think, in the
 15 circumstances of this particular case, to be called
 16 within an hour is probably about what I would have
 17 expected.
 18 **Q.** Now, your handwritten notes in a notebook don't record
 19 anything about what Officer Mather said to you or what
 20 you said to him on the first contact at 5.01, would you
 21 agree?
 22 **A.** I would agree.
 23 **Q.** Why didn't you make a note of that contact?
 24 **A.** Because I was just getting myself ready to come to work.
 25 I was walking around the house talking to him, he was

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1 giving me some broad headlines about what had happened,
2 and I knew that I'd be at work in about 25 minutes'
3 time.

4 **Q.** So this is the 5.01 call?

5 **A.** Yes.

6 **Q.** So you were going to be at work --

7 **A.** Sorry, sorry, apologies. The 5.01 call?

8 **Q.** Yes.

9 **A.** No, no. So I just didn't feel the need to make any
10 notes at that point about that.

11 **Q.** So your statement completely fails to deal with the
12 issue that's been raised by the OFC, regarding his
13 concerns about the failure to authorise a firearms
14 authority sooner. So when did you become aware of the
15 concerns of the OFC and, on the evidence of Officer
16 Speeden, a number of the firearms officers who had been
17 deployed that night?

18 **A.** I don't think I was aware of those concerns until I saw
19 Officer Speeden's statement that he'd made in relation
20 to this Inquiry and I think I'd have to disagree with
21 the suggestion that it is a failure by the TFC to
22 authorise an armed deployment. It is a decision of the
23 TFC and it is a decision that I agree with and, having
24 considered the evidence of Officer Speeden, and
25 considered the evidence of both Mather and Allardice,

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1 a heated discussion from the firearms officers in that
2 debrief and were you aware of that?

3 **A.** I actually wasn't aware of that, no.

4 **Q.** So you were unaware, and so for the first time you were
5 aware of the issues relating to the firearms authority
6 was when you read Speeden's statement?

7 **A.** Yes.

8 **Q.** So had you not also reviewed his body-worn footage which
9 captures him shortly after 6 o'clock raising with an
10 officer in control his quick-time debrief as to his
11 concerns about the failure, in his view, to authorise
12 a firearms authority sooner?

13 **A.** I haven't reviewed that body-worn, no.

14 **Q.** So who was responsible, then, for the Operation Hendrix
15 debrief?

16 **A.** The armed operation element of it, I think
17 Superintendent Louise Clarke managed that.

18 **Q.** So again, from the perspective of learning, and issues
19 that frontline staff were raising importantly, and OFC,
20 you -- was it not essential that you as the ACC and the
21 gold and the SFC on the night, should have been made
22 aware of those matters?

23 **A.** I would have been made aware of those matters if those
24 considering those matters had been in agreement with
25 Speeden's opinion over Mather's. The person that's

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1 I have to say that I prefer the opinions of Allardice
2 and Mather.

3 **Q.** That wasn't the question.

4 **A.** Well, you suggested that Mather had made a failure, and
5 I was just responding to that that -- what I'm saying is
6 I don't think it was a failure; I think it was
7 a decision. I actually think it was the right decision,
8 is what I was trying to explain, sorry.

9 **Q.** So can I check that you are also another officer who
10 wasn't involved in the debrief, is that correct?

11 **A.** Correct.

12 **Q.** So --

13 **A.** In that part of the debrief, no.

14 **Q.** Were you involved in the debrief? What part of the
15 debrief were you involved in?

16 **A.** I was involved in the LRF debrief, the Local Resilience
17 Forum debrief, sorry.

18 **Q.** So why were you then, as the on-call gold that night not
19 involved in the Operation Hendrix debrief?

20 **A.** Because I was invited to the CT debrief, which Mather
21 was present at and I was invited to the LRF debrief, and
22 both of those debriefs were then incorporated into the
23 final debrief, the Hendrix debrief, in October 2023.

24 **Q.** So can you help, then, did you make -- did you review
25 what's a summary of what we understand was quite

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1 responsible for deciding whether or not a deployment is
2 armed is the TFCs and the TFCs only. Not the OFC. And
3 whenever there is an incident like this, people may have
4 different views, and sometimes OFCs may disagree with
5 the TFC's decision, that's not actually unusual, but
6 it's the TFC's decision and the TFC alone.

7 **Q.** So would it follow from that that even though we don't
8 have the notes of the discussion you had with Mather at
9 5.01, he did not tell you about the requests he'd
10 received from the OFC seeking an authorisation?

11 **A.** No, and nor would I expect him to.

12 **Q.** Can you assist, then, because we've got the top desk
13 footage, we know that he went on to grant a firearms
14 authority shortly after 5.30. You weren't obviously
15 consulted immediately at that time, but certainly when
16 we see you giving a briefing later, you as the SFC,
17 there's no evidence of him speaking to you at that stage
18 as one would expect in respect of that authority.

19 So at any point did he speak to you in your role as
20 Strategic Firearms Commander on the morning of 13 June?

21 **A.** So we had a very brief discussion over the telephone,
22 either in the 5.53 or the 5.55 call -- and I don't
23 remember which -- and that's when I was talking about
24 getting ready and getting into the car and driving to
25 work, about the authority. That's the only discussion

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1 we had, yes.

2 **Q.** But again, you've not documented that anywhere?

3 **A.** I haven't, no.

4 **Q.** Can I ask you then, because at 5.53, this is now the

5 second call, and you say it took you 30 minutes to

6 travel ten minutes into Control; is that correct? At

7 that time in the morning, it took you half an hour to

8 get to the force control room?

9 **A.** It took me about 25 minutes to get to the Force

10 Headquarters, so I left the house somewhere between 5.53

11 and 5.55. I think the second call I was in the car, and

12 I arrived at Force Headquarters at 6.20, went up to my

13 office, got my briefcase, and then walked across to the

14 control room, which is in a different building to where

15 my office is. So I estimate arriving at the control

16 room at around about 6.30.

17 **Q.** I'm not going to take up time dealing with bits of the

18 desk footage that does capture the interactions you

19 have, because we can see those, but I want to ask you

20 one factor, because you are captured having

21 a conversation about the death and serious injury

22 referral.

23 **A.** Yes.

24 **Q.** Essentially, what's captured is you not saying -- you

25 only say it's possibly a DSI -- in respect of the fact

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1 vehicle that drives into members of the public but

2 perhaps it's a matter to take up with the IOPC. But

3 then does that follow that it would similarly be your

4 view about the fact that police had had contact with

5 become, there was an 11-minute gap before VC is then

6 kicking in the door of Feven's, and is that the reason

7 why there was no referral to the IOPC in May 2020, in

8 that scenario? Can you help with that?

9 **A.** I'm afraid I can't help with the decision making at the

10 time.

11 **THE CHAIR:** Well, that's a matter of law, isn't it,

12 Ms Cartwright?

13 **MS CARTWRIGHT:** It is.

14 **THE CHAIR:** Yes, have you got much more?

15 **MS CARTWRIGHT:** Thank you.

16 Well, then on the IOPC report, so you made the

17 decision that night that it was only possibly so, and so

18 you allowed the dispatchers to go home. You may have

19 seen in questioning linked to the IOPC report, the IOPC

20 have proceeded on the basis that Officer Mather had

21 given permission for Officer Reynolds to follow in

22 pursuit of the vehicle, which is in fact not at all what

23 officer Mather did. So, in your role as ACC, had you

24 noticed that either incorrect information had been given

25 to the IOPC or the IOPC had made findings on an

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1 that Officer Reynolds had been immediately behind VC's

2 vehicle at the time VC ran into Sharon and Marcin. So

3 why were you saying at that time it was captured it was

4 only possibly a DSI?

5 **A.** Because I think there was and actually still is a level

6 of confusion about the definition of DSI. And I was

7 approaching that conversation out of an abundance of

8 caution and actually having studied it since and

9 reflected on that discussion particularly, it's not

10 a DSI, plainly not. Because a DSI is where we have had

11 previous contact with the person who turns out to be the

12 subject of the death or the injury, not the person who

13 causes the injury.

14 **Q.** Right.

15 **A.** So in this scenario, because we'd not had contact with

16 any of the injured people, it can't be a DSI.

17 **Q.** So that can't be indirect contact when your officer is

18 immediately behind VC, you're saying that's not a DSI?

19 **A.** I don't think it is, no.

20 **Q.** All right.

21 **A.** Because we'd had indirect contact with VC but, in order

22 for it to be DSI, we need to have indirect contact with

23 the victim, ie the subject of injury.

24 **Q.** It's interesting to hear your answer to that in

25 a scenario where your officer is immediately behind the

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1 incorrect factual basis?

2 **A.** I didn't know that, no.

3 **Q.** You didn't know that?

4 **A.** No.

5 **Q.** Now, just on the flow point, please -- in fact, no,

6 sorry, before that I'll just complete the Plato -- can

7 we just briefly look at your statement, please. It's

8 WITN0074001 at page 128 and it's your paragraph 559.

9 Thank you. Page 128/559. Now, you detail in 559

10 that it was:

11 "The first time Nottinghamshire had ever declared

12 Operation Plato. The structured debrief later

13 identified that the activation of the resilience direct

14 response page and the issuing of the M/ETHANE report

15 were delayed, which impacted initial situational

16 awareness for some partners." *(As read)*

17 Can I ask you: is it right, is it, that the M/ETHANE

18 messages in this investigation were of a poor quality;

19 would you agree?

20 **A.** Yes, I would agree with that, yes.

21 **Q.** They, in fact, don't follow the M/ETHANE and I think you

22 perhaps will have seen that I've dealt with the METH one

23 that's referenced in the log, and I've played the

24 footage of that, which is at page 11 for your note,

25 Chair, NGPF0007847 but can we briefly go to that

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1 NGPF0007847 but at page 41 because, in fact, there's
2 a later M/ETHANE that also is inaccurate. So that's,
3 please, NGPF0007847. Thank you. If we can go to
4 page 41, please.

5 So this is a later M/ETHANE to the METH we looked at
6 with an earlier witness, but we can see that this at
7 7.07 on the 13th, in terms of victims, records two road
8 traffic figure English victims on Milton Street, two
9 road traffic collision victims on Upper Parliament
10 Street and so, again, in terms of the number of
11 casualties and severity, would you agree that this is
12 also an incorrect M/ETHANE even later on that morning?
13 So incorrect situational awareness about those that were
14 injured?

15 **A.** Yes, that is inaccurate, yes.

16 **Q.** Again, I don't want to take time by going to the debrief
17 but, again, the debrief report that was used for Op
18 Hendrix essentially just records the incident as being
19 at 5.25 and all those were injured on Milton Street and
20 can you help us as to how, even in the debrief, the
21 chronology was incorrect as to what had occurred that
22 morning?

23 **A.** I'm afraid I can't explain that, no.

24 **THE CHAIR:** Now, Ms Cartwright you've taken a lot of time.

25 **MS CARTWRIGHT:** Sorry, I'll just make this the last question
69

1 **A.** I wouldn't, no.

2 **Q.** Right.

3 **A.** No.

4 **Q.** So when we read your views about major incidents, the
5 Chair should read those paragraphs in the context of you
6 not having an awareness of what Officer Shaw said about
7 his knowledge about the declaration of Operation Plato
8 and his failure to have training in that area?

9 **A.** Sorry, I thought you asked -- when I was the Gold
10 Commander on the night in the SFC --

11 **Q.** Yes?

12 **A.** -- should I be aware of something that I learnt about
13 several years later when --

14 **Q.** No, no. I'm saying you should have known on the night.
15 He is the Bronze Ground Commander, who is saying he had
16 no awareness of the declaration of Operation Plato, he
17 did not realise and wouldn't have even know what he was
18 required to do in Operation Plato because he had not had
19 training, so I'm saying absolutely you should have known
20 about that on the night.

21 **A.** I wouldn't expect to know about that on the night, no,
22 I'm sorry.

23 **MS CARTWRIGHT:** Thank you.

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

25

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1 then, thank you.

2 **THE CHAIR:** Thank you.

3 **MS CARTWRIGHT:** Then, finally, your statement nowhere deals
4 with the evidence that we have from Peter Shaw, so
5 whilst you, I think, say multi-agency working went well,
6 you failed to in any way deal with the evidence of
7 Officer Shaw and, again, in the top desk there's
8 obviously conversations taking place with those behind
9 you, with Officer Shaw. So can I ask, when were you
10 made aware that Officer Shaw had no knowledge and
11 awareness that Operation Plato had been declared?

12 **A.** So when I made my witness statement, I'm not aware
13 whether Officer Shaw had made one by then. I certainly
14 hadn't read it if he had, and I was only aware of what
15 he said about that at the point I saw his statement. So
16 that's why I've not mentioned it.

17 **Q.** So again, would you agree that, from the perspective of
18 you being the Gold Commander that night, the Strategic
19 Firearms Commander, again, it's a further failure for
20 you to appreciate that that significant issue that was
21 only revealed, I think, from what you're saying from
22 when you read Inspector Shaw's statement, rather than
23 anything learned as part of the debrief?

24 **A.** No, I wouldn't.

25 **Q.** Sorry, you wouldn't?

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Questioned by MS HEAVEN

2 **MS HEAVEN:** Good afternoon, Temporary Chief Constable, and
3 I've just got a few questions and, as I think you know,
4 I ask questions on behalf of Celeste and Elias Calocane.
5 So a completely different topic.

6 So I just want to ask you to assist us with some of
7 the matters around community tensions that arose from
8 13 June fairly early on and some of the actions that
9 were taken. So can we first look at the first Gold
10 Group meeting minutes that you chaired at 11.30 so
11 that's NGPF0007796, please.

12 So just page 1 there. I mean, clearly you're at
13 that first meeting. I think you chair it. That's
14 correct, isn't it?

15 **A.** Yes, that is correct, yes.

16 **Q.** So can we go to page 5, please.

17 **THE CHAIR:** Ms Heaven, I'm not sure that these questions
18 arise out of representing the Calocane family, do they?

19 **MS HEAVEN:** Well, there is -- I think in the witness
20 statement of Elias Calocane, concern is raised in
21 relation to tensions in the community.

22 **THE CHAIR:** This officer -- we've already dealt with it,
23 I think, with the Chief Constable but I'm not sure it's
24 going to assist me in any way.

25 **MS HEAVEN:** Okay. There is one discrete question, if I may

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1 ask permission to ask it, and it does arise in relation
 2 to the immigration status of VC.
 3 **THE CHAIR:** Well, if it's in relation to that and the
 4 family, then you can ask the question.
 5 **MS HEAVEN:** Thank you.
 6 Let's go straight to that point, then. So this
 7 first arises in another Gold Group minute, so I'll take
 8 you to that first, if I may. So this is 15 June at
 9 12:00 hours, NGPF0007792. Okay, so can we go to page 2,
 10 please. We did just skip over it, but it does indicate
 11 that you were present, so it's 12 o'clock lunch time.
 12 Here we have --
 13 **A.** Sorry, that -- are you asking was I present?
 14 **Q.** Yes?
 15 **A.** In this Gold Group?
 16 **Q.** Yes.
 17 **A.** Yes, I was chairing --
 18 **Q.** I was just indicating to you that we'd skipped over
 19 it --
 20 **A.** Apologies, yes.
 21 **Q.** -- but it shows you were present?
 22 **A.** Yes, I was chairing this Gold Group, yes.
 23 **Q.** So if we could go over to page 3, please.
 24 **A.** Actually, sorry, what I can see in front of me now are
 25 not Gold Group minutes. They look like TCG minutes.

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1 **Q.** We picked the subject up again:
 2 "Strategy update - with the agreement of the
 3 families we will issue a [press] release referencing the
 4 IOPC and confirming that VC was a university student.
 5 We agreed not to mention that he was not an illegal
 6 immigrant or asylum seeker on advice from Home Office
 7 comms."
 8 **A.** Yes, I see that.
 9 **Q.** Okay, so are you able to assist the Inquiry with what
 10 the Home Office were telling you and indeed why they
 11 were saying to you that this piece of factual
 12 information should not go into the public domain?
 13 **A.** So I can't, I'm afraid, because that will have been
 14 a conversation between Lyn Heath, who was our Head of
 15 Comms and the Home Office. And that conversation will
 16 then have taken place between Lyn Heath and the Chief
 17 Constable, who at that point who was leading on the
 18 comms, and Lyn Heath then, by the looks of things,
 19 reported back into my Gold Group to say, "We won't be
 20 releasing information about illegal -- the fact that he
 21 is not an illegal immigrant or asylum seeker".
 22 What I can say is that I think -- in a critical
 23 incident, I think the advice has since changed and
 24 I think the advice has changed because of some of the
 25 protest and disorder that we have seen across the

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1 **Q.** Okay.
 2 **THE CHAIR:** Were you involved in that? Can we go back to
 3 the beginning just to see whether you're --
 4 **MS HEAVEN:** Sorry. Perhaps can I just give a different
 5 reference. This isn't the correct document.
 6 **A.** No --
 7 **THE CHAIR:** -- (*overspeaking*) --
 8 **MS HEAVEN:** NGPF0007799. Thank you.
 9 Okay, and you can see that there in your presence --
 10 **A.** Hendrix Gold, Thursday, the 15th, yes, I'm chairing that
 11 meeting, yes.
 12 **Q.** Page 3, please, of that document. Okay, comms strategy:
 13 "Putting a release out later today subject to the
 14 families agreeing it first referencing the IOPC..."
 15 This obviously relates to VC:
 16 "... and that he's a student at the University, but
 17 will not be releasing that we know he is not an illegal
 18 immigrant and not an asylum seeker."
 19 I want to ask you about that but can I just take you
 20 to the comms strategy before I do.
 21 **A.** Yes.
 22 **Q.** And that's NGPF0011115. So if we could go to the second
 23 page, please. Okay. So you see there under the 15
 24 June --
 25 **A.** Yes.

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1 country in critical incidents since this one, and so
 2 I -- I --
 3 **Q.** You were facing that, weren't you, in this --
 4 **A.** Say again?
 5 **Q.** You were facing this level of fear and disorder, weren't
 6 you?
 7 **A.** We were facing that. We were certainly facing the
 8 threat of that, but I actually think, because of the
 9 comprehensive approach that we took to community impact
 10 and because of the approach that we took to community
 11 engagement, where we identified affected sections of
 12 communities and we appointed single points of contact
 13 for each of those and developed engagement plans for
 14 each of those, I actually think we averted any public
 15 disorder. But to go back to the answer -- sorry, to go
 16 back to the question, I actually was not privy to that
 17 conversation, I'm afraid.
 18 **Q.** So you don't know --
 19 **A.** I don't --
 20 **Q.** -- the underlying motive?
 21 **A.** Say again?
 22 **Q.** You don't know the underlying motivation from the Home
 23 Office?
 24 **A.** I don't know, I'm afraid, no.
 25 **Q.** We fast forward now, 16 June, VC is charged and

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1 obviously Nottinghamshire Police put out a press
2 release. I don't think this time we need to go to it
3 but it simply states VC, age 31 of no fixed abode, is
4 also charged with three counts of attempted murder. So
5 that's all that's said about him in that press release.

6 Reflecting back now, bearing in mind the situation
7 that you were facing in the community, would you accept
8 that information about VC's immigration status in the UK
9 should have been put into the public domain by the
10 police on 16 June to calm tensions and to encourage
11 accurate media reporting?

12 **A.** I think we were successfully calming tensions through
13 other means. So, no, not necessarily.

14 **Q.** Accurate media reporting? Because there had been a lot
15 of inaccurate media reporting, hadn't there?

16 **A.** There had been, yes.

17 **Q.** So putting this information in the public domain on the
18 16th, and it wasn't put in the public domain by
19 Nottinghamshire Police, I don't think, by any stage --

20 **A.** I agree, it wasn't, no.

21 **Q.** -- it would have encouraged accurate media reporting,
22 wouldn't it?

23 **A.** It might have done, yes.

24 **MS HEAVEN:** Okay. Thank you. Thank you, Chair.

25

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1 one watches the video and then watches the surrounding
2 footages that we now have, there are some striking
3 hallmarks that indicate to me that there was an element
4 of planning and preparation and potentially a targeted
5 attack. It looked very personal, to me. I think the
6 difficulty, of course, is, well, what was it that made
7 it personal? Could domestic be a potential explanation?
8 Yes, I accept it could have been.

9 Could it have been that Barney and Grace had had an
10 encounter with this person at some point earlier in the
11 night? Yes, it could have been. But what we see is
12 there, here is a man who is waiting a location for half
13 an hour. There are seven other people that pass that
14 location, admittedly sometimes on the same side of the
15 road and sometimes on the opposite side of the road.
16 And then I would just want to then tread carefully about
17 describing what I -- what I've seen next --

18 **THE CHAIR:** Well, I don't think we really need to do that
19 but, as a result of that, you got two alternatives, but
20 the other alternative is to keep an open mind?

21 **A.** I think it's to do all three of those things, yes.

22 **THE CHAIR:** Yes.

23 Thank you. I think that Mr Blake actually took you
24 through some of the features of the incident before you
25 gave that evidence.

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Questioned by THE CHAIR

1 **THE CHAIR:** Thank you.

2 Officer, I've got some questions. Just on that
3 latter point. Was the inaccurate media reporting on
4 this issue or other issues?

5 **A.** I can't actually remember, Chair, whether it was on this
6 matter.

7 **THE CHAIR:** Right.

8 **A.** I don't actually remember, I'm sorry.

9 **THE CHAIR:** Yes. Can I just ask you, you've told us earlier
10 that there had been thoughts that this was a robbery.

11 **A.** Yes.

12 **THE CHAIR:** But you said there was the important evidence of
13 the footage and you -- when you watched it, it told you
14 quite a lot about it and, as far as you were concerned,
15 it didn't support a robbery; that's correct, isn't it?

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

17 **THE CHAIR:** Two other potential motives, if you like, had
18 been put forward: one was domestic and one was that
19 somehow Grace and Barney had been followed from the city
20 centre, where there may have been some altercation.

21 **A.** Mm.

22 **THE CHAIR:** Did you consider either of those or those
23 reported to you?

24 **A.** Yes, I considered both of those, yeah. And I think when

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1 **A.** Yes.

2 **THE CHAIR:** Can I then ask you about -- you'd said that
3 there was -- the search was "far from ideal", I think
4 was your phrase, or could be better coordinated.

5 **A.** I think the coordination should have been better, yes.

6 **THE CHAIR:** So Inspector Mather started, I think, his
7 evidence by saying, in fact, that he had thought about
8 fanning out, as it were, from the location itself, but
9 what happened was there was a call from an off-duty
10 police officer --

11 **A.** Yes.

12 **THE CHAIR:** -- and practically all the search capability was
13 diverted over that way.

14 **A.** Yeah.

15 **THE CHAIR:** Would it not have been sensible to actually, as
16 soon as the police arrived, you had the dogs there,
17 I think about 4.12, to have done what Inspector Mather
18 said, which was to work outwards from the scene,
19 concentrically, if nothing else?

20 **A.** Yes, so I-- when you look at the number of officers that
21 arrived, I think pretty much all of them were deployed
22 to first aid and the management of the scene. Those
23 that remained started to undertake inquiry to try and
24 establish is there anything that points to which way has
25 he gone?

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1 The evidence that was provided at that time, and
2 including within some of the calls, was he's gone up
3 Ilkeston Road towards the city, and there was some
4 search activity in that direction, and that's the way
5 I would have expected officers to fan, to follow that
6 evidence.

7 Then, when the sounds came in at 4.09, so about
8 a minute after we get there, I can understand why the
9 activity would be directed towards that area, because
10 what you have at that point is not only two sources of
11 information to say that he's gone east up Ilkeston Road,
12 you've then got two further calls saying there is now
13 a sound in that direction of a female screaming.

14 To put it simply, at that time, in my opinion, based
15 on the information and intelligence, that would be the
16 very best bet. So maximise that opportunity.

17 And it wasn't until 4.19 and then there will be a
18 little bit delay in sharing that, so probably 4.20, that
19 we get this alternate suggestion that he's gone in
20 a completely opposite direction, that he's gone north,
21 not east.

22 So I agree that the search should have been more
23 coordinated. I agree with that. I think what we see in
24 the vicinity of the cathedral later, there is an example
25 there of really good coordination where the sergeant on

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1 area that we now know him to have been on Hopedale
2 Close, there are many opportunities to turn, and when he
3 does, or if he did -- because he didn't, as it turned
4 out -- he have done, you are into a labyrinth of
5 alleyways, terraced houses, small streets and so on,
6 which, even in that area alone, is not an easy search.

7 **THE CHAIR:** The coordination, would that also have involved
8 at least placing a call to the CCTV centre and alerting
9 people to look out for him?

10 **A.** Well, it actually happened the other way round. So we
11 know that the CCTV centre was alerted to it. So they --
12 and they've got a police radio.

13 **THE CHAIR:** And a drone?

14 **A.** So there was a drone, there was a drone available, and
15 the drone pilots -- and that sounds dramatic to call
16 them pilots, but that's their title -- they are the
17 experts in deciding when and how a drone might be used
18 and because of the area that he was in -- and I'm not an
19 expert, by the way, far from it --

20 **THE CHAIR:** Well, they were actually -- the drone was over
21 by the cathedral. It wasn't in this area, was it?

22 **A.** It was, yes, it was. But going back to the CCTV, the
23 Woodlands Centre -- well, the Woodlands Control Centre,
24 they shouted upon their radio to say, "We are looking,
25 we know that" -- they know that the incident has taken

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1 the ground is -- has the responsibility delegated to
2 him, and that he organises a really thorough search of
3 that area.

4 I would also say, Chair, that in scenarios like
5 this, even in the absence of coordination, I would
6 expect my officers to be searching and there was search
7 activity, and it was extensive, and it involved what is
8 our most capable resource, which are dog officers, three
9 of them. One of whom went almost immediately to
10 Hopedale Close at the point that that information became
11 available, and he got out of his van with his dog and he
12 did exactly what I'd expect him to do, which is to pick
13 up a scent to start.

14 Unfortunately, at that point, VC is over half a mile
15 away, and in what is a different area of the city. So
16 the area that we're talking about here is Radford, and
17 by 4.21/22, when he crosses Alfreton Road, which is an
18 arterial -- it's a main road, he crosses that. He then
19 goes into the Hyson Green area, and minutes after that
20 he's in the Forest Fields area and minutes after that
21 he's in Mapperley Park.

22 And so the difficulty with all of that is there, and
23 I think I've perhaps said this before in my evidence, is
24 that the further he gets, the more permutations there
25 are as to where he's gone. And even in that immediate

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1 place between two cameras. On Ilkeston Road, there are
2 only two cameras, there's one at the junction of Radford
3 Boulevard and one at the junction of St Peter's Street.
4 The one at St Peter's Street is a traffic camera only
5 and that's about 500 metres, and they tell us, "We
6 haven't got a view of that", and we then trust them
7 because they're really, really good at this. And they
8 listen, that's why they've got a radio, and they are --

9 **THE CHAIR:** I think the evidence was that they hadn't
10 specifically been told about the change, for example, in
11 relation to Hopedale Close so they were not necessarily
12 looking at that area.

13 **A.** But there aren't any cameras on in that area.

14 **THE CHAIR:** All right. Can I just ask you about this
15 ten-point plan, I think it's NGPF0007834. You've given
16 evidence about the history and the type of incident in
17 which VC had previously been involved, and I think your
18 view was that this wasn't by the standards of the sort
19 of violence that you have had to deal with in your
20 career, serious violence. But also you've said that all
21 of them bear the hallmarks of mental health incidents.
22 Well, that's not a bar to, as you said in relation to
23 this ten-point plan, using the power of arrest, is it?

24 **A.** No, it's not no.

25 **THE CHAIR:** Just looking at this ten-point plan and this

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1 document we have here, one of the things that it says
 2 here is about improving investigation service to
 3 victims. What about the public in general, rather than
 4 those who have already been victims of crime, but the
 5 potential, where somebody is a risk?
 6 **A.** That is exactly what I talked to, and we talked to
 7 officers about, under the suspect management header:
 8 that they should be thinking much more broadly about the
 9 risk that an individual presents.
 10 **THE CHAIR:** Well, in this case we have a range of incidents
 11 which we've already been through, but they include
 12 stalking --
 13 **A.** Potentially, yes.
 14 **THE CHAIR:** Potential stalking. They include potential
 15 holding a hostage, or false imprisonment, or headlock.
 16 They include the incident with Feven and breaking into
 17 other properties, and the attack on Police Constable
 18 Pritchard. So it's a range of incidents and I think the
 19 evidence, maybe you would accept this, is that the
 20 recordkeeping on the NICHE and on the PNC was not
 21 accurate.
 22 **A.** I do accept that, madam, yes.
 23 **THE CHAIR:** So how do you -- have you done anything about
 24 improving the entries that are made by your officers on
 25 the PNC and NICHE in order that any patterns can be

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1 the investigation?
 2 **A.** I don't think that would inhibit it. I was talking,
 3 Chair, about the systems that we've got at the minute,
 4 particularly in relation to NICHE and an integrated
 5 system called NiCE, which is where all the digital
 6 evidence lives. It is currently not possible to
 7 lockdown one item of digital evidence within a NICHE
 8 account.
 9 So if we were to do that currently, it would prevent
 10 those involved in the investigation being able to look
 11 at anything at all, which is the inhibiting effect, and
 12 I think exploring a way around that would be really
 13 beneficial.
 14 **THE CHAIR:** If you entered, would it be possible to put, as
 15 it were, a notice as soon as somebody entered this
 16 particular NICHE entry, which says, "Do not touch",
 17 effectively you like?
 18 **A.** There are notices, when you enter NICHE at the minute,
 19 and most of our systems, in fact, which remind officers.
 20 **THE CHAIR:** Would they have been there at the time?
 21 **A.** Yeah.
 22 **THE CHAIR:** Because I think what you're saying is that all
 23 the advice, and so on, is there, but it's not either
 24 enforceable or enforced; is that right?
 25 **A.** It is enforced, but --

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1 looked at in relation to this catalyst?
 2 **A.** Yes, we have, Chair, within the header "Investigation
 3 plan", we have imbued a culture now, whereas part of the
 4 investigation plans, people will -- officers will
 5 include much more detail. The detail that at this time
 6 we have seen was frankly missing.
 7 **THE CHAIR:** Although you've said that these were not in
 8 themselves serious violence, just looking now at the
 9 pattern and the -- perhaps you've said peaks and troughs
 10 in relation to it, was that not something that should be
 11 taken into account by any officers dealing with VC?
 12 **A.** Yes, I think it should.
 13 **THE CHAIR:** All right.
 14 Just in relation to, finally, the inappropriate
 15 access, you've said the culture needs to change but
 16 I think, in relation to this, you've said in your
 17 statement that you don't think that, in effect,
 18 preventing people by, as it were, locking them down or
 19 making people have a password or access only by
 20 permission, you thought that that might inhibit
 21 investigations?
 22 **A.** I think it could inhibit investigations.
 23 **THE CHAIR:** If you had a system either of locking the
 24 material down to those involved in the immediate
 25 investigation with permissions, how would that inhibit

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1 **THE CHAIR:** Retrospectively?
 2 **A.** Yeah, only when we find it, yeah.
 3 **THE CHAIR:** In fact, a complete audit hasn't been done?
 4 **A.** It hasn't no.
 5 **THE CHAIR:** All right, thank you. I think we'll finish
 6 there for today and we'll start again tomorrow morning
 7 at 10.00, thank you.
 8 **MR BLAKE:** Thank you, Chair.
 9 (4.28 pm)
 10 (The hearing adjourned until 10.00 am the following day)
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