

The Brook House Inquiry Report

Volume III

A public inquiry into the mistreatment of
individuals detained at Brook House
immigration removal centre

Kate Eves, Chair of the Brook House Inquiry

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Presented to Parliament pursuant to section 26 of the
Inquiries Act 2005

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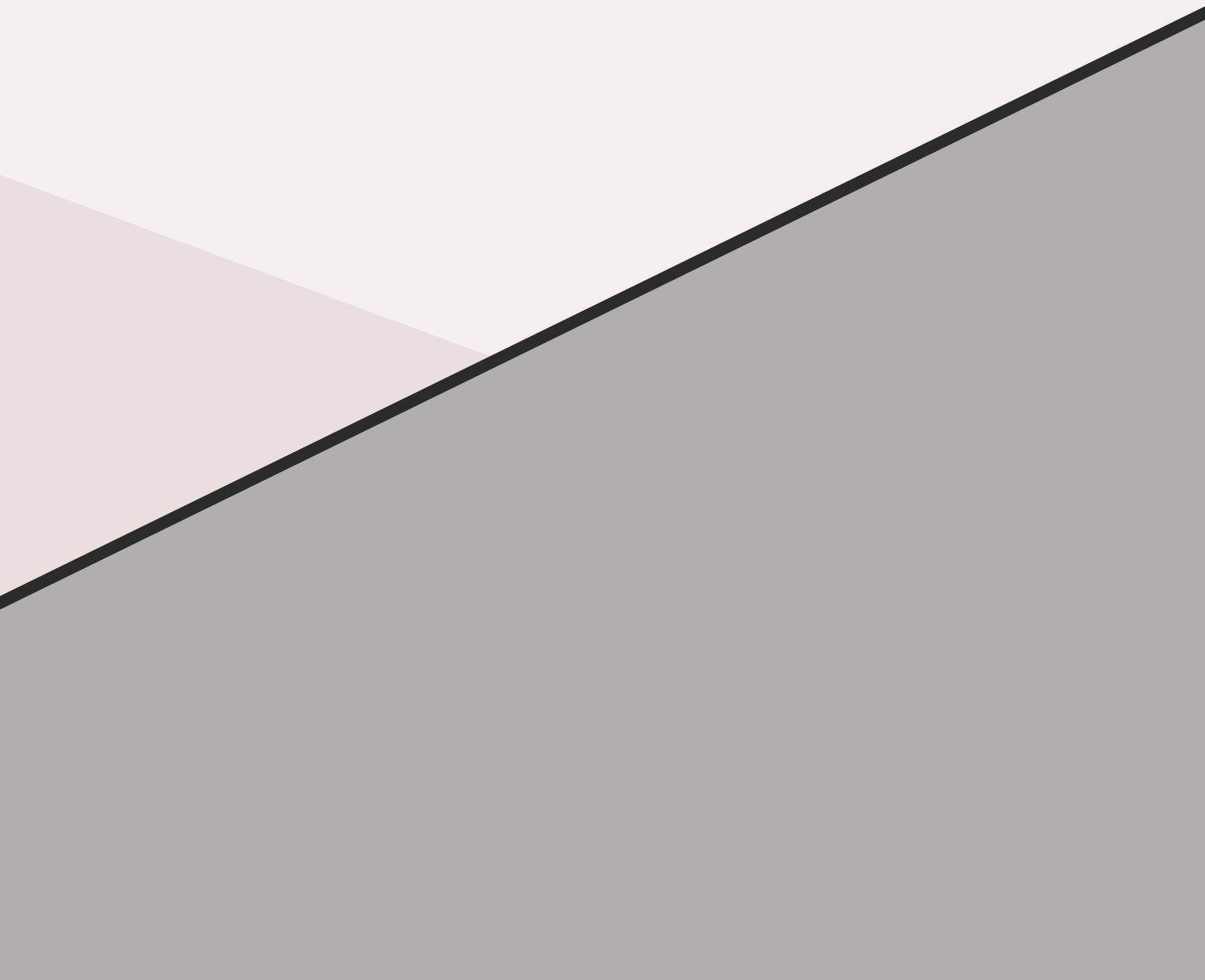
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Appendix 1:

Methodology

Background

1. In September 2017, the BBC *Panorama* programme ‘Undercover: Britain’s Immigration Secrets’ (referred to in this Report as ‘the *Panorama* programme’) showed a number of people detained at Brook House being subjected to physical and verbal abuse by staff members.¹ A special investigation by the Prisons and Probation Ombudsman (PPO) was announced in September 2018 to investigate the decisions, actions and circumstances surrounding the mistreatment of detained people at Brook House broadcast in the *Panorama* programme.² In June 2019, following a judicial review brought by two former detained people, MA (D1527) and BB (D687), the court concluded that an effective investigation for the purposes of Article 3 of the European Convention on Human Rights (Article 3) required there to be powers to compel witness attendance, to hold hearings in public, and to ensure that MA and BB had properly funded legal representation.³
2. On 5 November 2019, the then Home Secretary Priti Patel MP announced the Terms of Reference for the Brook House Inquiry:⁴

“Purpose

To investigate into and report on the decisions, actions and circumstances surrounding the mistreatment of detainees broadcast in the BBC Panorama programme ‘Undercover: Britain’s Immigration Secrets’ on 4 September 2017.

To reach conclusions with regard to the treatment of detainees where there is credible evidence of mistreatment contrary to Article 3 ECHR, namely torture, inhuman or degrading treatment, or punishment; and then make any such recommendations as may seem appropriate. In particular the inquiry will investigate:

1. *The treatment of complainants, including identifying whether there has been mistreatment and identifying responsibility for any mistreatment.*

¹ [INQ000052_001](#) para 3; ‘Undercover: Britain’s Immigration Secrets’, BBC *Panorama*, 4 September 2017

² [Immigration Statement](#), Priti Patel MP (Home Secretary), 5 November 2019

³ [MA & BB v Secretary of State for the Home Department \[2019\] EWHC 1523 \(Admin\)](#)

⁴ [Immigration Statement](#), Priti Patel MP (Home Secretary), 5 November 2019

2. Whether methods, policies, practices and management arrangements (both of the Home Office and its contractors) caused or contributed to any identified mistreatment.

3. Whether any changes to these methods, policies, practices and management arrangements would help to prevent a recurrence of any identified mistreatment.

4. Whether any clinical care issues caused or contributed to any identified mistreatment.

5. Whether any changes to clinical care would help to prevent a recurrence of any identified mistreatment.

6. The adequacy of the complaints and monitoring mechanisms provided by Home Office Immigration Enforcement and external bodies (including, but not limited to, the centre's independent monitoring board and statutory role of Her Majesty's Inspectorate of Prisons) in respect of any identified mistreatment.

Scope

For the purpose of the Inquiry, the term 'complainants' is used to refer to any individual who was detained at Brook House Immigration Removal Centre during the period 1 April 2017 to 31 August 2017 where there is credible evidence of mistreatment of that individual.

'Mistreatment' is used to refer to treatment that is contrary to Article 3 ECHR ...

The Inquiry should in particular include investigation in to [sic] the mistreatment of complainants known (in the recent Brook House litigation) as MA and BB.

The Inquiry may wish to draw upon the evidence and findings of the previous special investigation into the events at Brook House, conducted by the PPO, before it was converted to a statutory inquiry.

...

Principles

...

It is not part of the Inquiry's function to determine civil or criminal liability of named individuals or organisations. This should not, however, inhibit the Inquiry from reaching findings of fact relevant to its terms of reference."

Overview of the Inquiry’s methodology

Evidence obtained

3. The Inquiry issued a call for evidence from staff, formerly detained people and anyone else involved in or affected by Brook House to share their experiences of Brook House during the relevant period. Efforts were also made to contact formerly detained people, current and former staff members at Brook House, as well as other G4S Care and Justice Services (UK) Ltd (G4S) staff and other relevant witnesses.

4. In accordance with Rule 5 of the Inquiry Rules 2006 as set out below, Core Participant status was granted to 12 formerly detained people, 4 former members of staff, the BBC, G4S, G4S Health Services (UK) Ltd, Gatwick Detainees Welfare Group, HM Chief Inspector of Prisons, the Home Office, the National Chair and Management Board of the Independent Monitoring Boards on behalf of the Brook House Independent Monitoring Board, Medical Justice, Practice Plus Group and Serco Group PLC.⁵

5. Over the course of the Inquiry, more than 9,000 documents were disclosed to Core Participants by the Inquiry, comprising more than 100,000 pages of material. The Inquiry received and reviewed over 90 hours of undercover recordings made for the BBC by Mr Callum Tulley at Brook House, along with 36 video diaries concerning particular shifts that he worked. More than four hours of the key footage was disclosed to Core Participants in video format, and other relevant material was provided in transcripts. The Inquiry also obtained closed-circuit television (CCTV), body worn and handheld camera footage relating to specific incidents within the relevant period, which was reviewed and where relevant disclosed to Core Participants. In addition, the Inquiry disclosed more than 100,000 pages of documentary material to Core Participants and appointed three experts: Professor Mary Bosworth (cultural expert), Dr James Hard (medical expert) and Mr Jonathan Collier (use of force expert), who produced detailed reports and gave oral evidence at the Inquiry’s hearings.⁶

6. Public hearings took place over 46 days (divided into two phases between 23 November 2021 and 6 April 2022) with oral evidence from 73 witnesses including 4 formerly detained people. In addition, 23 written witness statements were summarised by agreement between the Inquiry and the

⁵ D390 was also designated as a Core Participant on 12 March 2021 (represented by DPG Solicitors) but, following his request on 20 December 2021, the Chair de-designated him on 19 January 2022

⁶ Professor Bosworth: [INQ000064](#), [INQ000123](#); Dr Hard: [INQ000075](#), [INQ000112](#); Mr Collier: [INQ000111](#), [INQ000158](#). See also [Experts to the Inquiry](#), Brook House Inquiry

witnesses' legal representatives and then read into evidence. In total, the Inquiry heard evidence (read and live) from 25 formerly detained people.⁷

The Inquiry's approach to the evidence

7. When deciding on the correct approach to the standard of proof and weight to be applied to different types of evidence received by the Inquiry, including in relation to any assessment of whether there is 'credible' evidence of acts or omissions that are capable of amounting to mistreatment contrary to Article 3, I considered:

- the principles set out by Sir Christopher Pitchford, the late Chairman of the Undercover Policing Inquiry (UCPI);⁸
- the principles set out by Sir William Gage, Chairman of the Baha Mousa Inquiry;⁹ and
- the case law of the European Court of Human Rights concerning ill treatment in detention under Article 3.¹⁰

8. I am adopting the following approach.

8.1 In relation to issues of fact, I am applying a variable and flexible approach to the standard of proof, as favoured in the UCPI and the Baha Mousa Inquiry.¹¹

8.2 As with the UCPI, my starting point is to apply the civil standard of proof when determining whether an incident occurred.¹² I may say that my particular finding is made 'on the balance of probabilities' – that is, it is 'more likely than not' that an incident occurred – or say that it 'probably' did occur or 'it is probable that it did occur'. This is also consistent with the requirement under section 2 of the 2005 Act that I must not determine criminal or civil liability.

⁷ In addition, while D1275 did not feel able to provide evidence to the Inquiry (either by way of a witness statement or orally), witness statements from Mr Hamish Arnott (D1275's legal representative) and Ms Naomi Blackwell (former Advocacy Coordinator at Gatwick Detainees Welfare Group) were read into evidence so that D1275's experiences at Brook House could also be considered by the Inquiry

⁸ Undercover Policing Inquiry: Standard of Proof Ruling, 13 January 2016, paras 10-12, in particular Annex 1 (the submissions of Counsel to the Inquiry, see paras 35-39)

⁹ See The Report of the Baha Mousa Inquiry Volume 1 paras 1.114-1.115

¹⁰ Ananyev v Russia (Applications nos. 42525/07 and 60800/08) (2012) 55 EHRR 18; Adali v Turkey (Application no. 38187/97) ECHR 2005, particularly paras 216 and 239. See also Varga v Hungary (2015) 61 EHRR 30 para 68 and Muršić v Croatia [2016] 10 WLUK 454 paras 127-128

¹¹ Undercover Policing Inquiry: Standard of Proof Ruling, 13 January 2016, para 11; The Report of the Baha Mousa Inquiry Volume 1 paras 1.114-1.115

¹² Undercover Policing Inquiry: Standard of Proof Ruling, 13 January 2016, para 11. The civil standard of proof means finding facts 'on the balance of probabilities' – whether the event occurred was 'more likely than not'

8.3 Where I am ‘sure’ (the criminal standard of proof, sometimes expressed as ‘beyond reasonable doubt’) that an incident occurred, I will say so.

8.4 At the other end of the spectrum, where I am unable to reach a conclusion ‘on the balance of probabilities’ (the civil standard of proof), I may say that an incident has ‘possibly’ occurred or that ‘I suspect’ or ‘believe’ it has.

9. I have a wide discretion in my assessment of the weight to be afforded to different types of evidence. When making a finding whether there is ‘credible’ evidence of mistreatment, I set out why I find that evidence credible.¹³ This includes an assessment of the type of evidence that I find credible and therefore how much weight I apply to it, considering the following questions:

- How clear and detailed is the evidence of mistreatment?¹⁴
- Are there other similar indisputable facts that have been established?¹⁵
- Is the account of mistreatment consistent with any other account the detained person has given, or with other evidence independent of their account?¹⁶
- Is there any evidence that contradicts or refutes the account? If so, what is the quality of that evidence?
- If contradictory evidence ought to have existed and does not (eg there are missing records), what, if any, conclusions can be drawn from its absence?

10. I also considered the type of evidence.

10.1 Ordinarily, more weight should be given to oral evidence than written evidence given by witnesses. This is because oral evidence is tested under questioning. Under Rule 10 of the Inquiry Rules 2006, Core Participants also submitted to the Inquiry questions to be asked of witnesses. When these questions were accepted by the Chair, they were asked and so, to that extent, the Core Participants were able to participate in the process of oral questioning. With this in mind, I placed particular weight on the oral evidence to the Inquiry.

10.2 However, some witnesses – mostly detained people – did not give oral evidence, for example due to their vulnerabilities. Only five detained people gave oral evidence. The Home Office and G4S submitted that

¹³ See [Terms of Reference](#), Brook House Inquiry

¹⁴ See [Adali v Turkey](#) (Application no. 38187/97) ECHR 2005 paras 216 and 239; [Ananyev v Russia](#) (Applications nos. 42525/07 and 60800/08) (2012) 55 EHRR 18 para 121

¹⁵ [Adali v Turkey](#) (Application no. 38187/97) ECHR 2005 paras 216 and 239; [Ananyev v Russia](#) (Applications nos. 42525/07 and 60800/08) (2012) 55 EHRR 18 para 121

¹⁶ [Adali v Turkey](#) (Application no. 38187/97) ECHR 2005 paras 216 and 239; [Ananyev v Russia](#) (Applications nos. 42525/07 and 60800/08) (2012) 55 EHRR 18 para 121

I ought to be wary of accepting the evidence of detained people who did not give oral testimony.¹⁷ A number of those provided detailed witness statements to the Inquiry which, in many respects, have also been supported by other documentary and video evidence. Where a detained person's written witness evidence was supported by other evidence, particularly video evidence, I placed significant weight on that evidence. I also considered accounts given by witnesses in other forms, including statements and interviews provided to the Home Office Professional Standards Unit and witness statements for other purposes. The weight I attached to such evidence has depended on the circumstances, including when they were given and the detail contained therein.

10.3 I accept the Home Office's submission that witness evidence in general (whether from detained people, G4S staff, or others) may need to be treated with some caution due to the passage of time since the events.¹⁸ Other documentary or video evidence may then be given greater weight, depending on the circumstances. However, I also bore in mind that limited weight may be given to certain types of documentary evidence provided to this Inquiry, which could depend, for example, on its origin, who drafted it, and in what circumstances.

10.4 In terms of the quality of the evidence, I gave consideration to the inherent difficulties faced by detained people in providing supporting evidence due to their detention, as the European Court of Human Rights does.¹⁹

11. In relation to Article 3, there is helpful guidance when assessing the underlying facts as to whether there is 'credible' evidence of acts or omissions that are capable of amounting to mistreatment. As a matter of law, to find a violation of Article 3, there must be "*sufficiently strong, clear and concordant inferences or of similar unrebutted presumptions of fact*".²⁰ The supporting evidence must be "*elaborate and consistent ... mentioning the specific elements ... credible and reasonably detailed*".²¹ This means that there must be strong, clear and consistent evidence, or evidence that is similar to other evidence (ie it is supported) and is undisputed. The level of persuasion necessary to make a particular finding will depend on how specific the evidence

¹⁷ [HOM0332165_20-22](#) para 67, see also paras 68-71; [CJS0074153_8-9](#) paras 23-24

¹⁸ [HOM0332165_22](#) para 71; *Gestmin SGPS S.A. v Credit Suisse* [2013] EWCA 3560 (Comm)

¹⁹ In certain cases, applicants can provide at least some evidence in support of their claim. For example, the Court has considered as evidence written statements by fellow inmates or, if possible, photographs provided by applicants in support of their allegations. See, for example, *Golubenko v Ukraine* (36327/06) 5 November 2013 at [52] and cases cited, and also *Tehrani v Turkey* (Applications nos. 32940/08, 41626/08 and 43616/08) 13 April 2010 at [88]

²⁰ *Adali v Turkey* (Application no. 38187/97) ECHR 2005 para 216

²¹ *Ananyev v Russia* (Applications nos. 42525/07 and 60800/08) (2012) 55 EHRR 18 para 122

is, the type of allegation made, and the right at stake.²² Further detail regarding the Inquiry’s approach in this regard is set out in Chapter C.1 in Volume I.

Restriction order relating to formerly detained people

12. A restriction order was made pursuant to section 19 of the Inquiries Act 2005 which prohibited the disclosure or publication of any information identifying any formerly detained person who was designated as a Core Participant by the Inquiry, or any formerly detained person from, or about whom, the Inquiry heard or adduced evidence.²³ As a result, each formerly detained person was allocated a letter and number (referred to as a cipher) to protect their identity, such as D1527.

Undertakings

13. In order to encourage witnesses to give evidence to the Inquiry and to provide full and frank evidence when doing so, undertakings were obtained from the Attorney General for England and Wales. A letter dated 11 January 2021 confirmed the Attorney General’s decision to grant an undertaking that (subject to specified exceptions set out within the undertaking) oral, written or documentary evidence provided by a legal or natural person to the Inquiry, in relation to a matter within the Inquiry’s Terms of Reference, would not be used in evidence against that person in any criminal proceedings or for the purpose of investigating any criminal offence or deciding whether to bring criminal proceedings.²⁴

14. On 4 August 2021, the Inquiry also accepted an undertaking from the Minister for Immigration Compliance and Justice which confirmed that (subject to specified exceptions set out within the undertaking), in respect of any current or former detained person who provided oral, written or documentary evidence to the Inquiry, that evidence would not be used against them in various ways.²⁵

²² *Ananyev v Russia* (Applications nos. 42525/07 and 60800/08) (2012) 55 EHRR 18 para 121. See also, among others, *Nachova v Bulgaria* (2006) 42 EHRR 43 at para 147; *Ilaşcu v Moldova* (2005) 40 EHRR 46 at para 26; and *Akdivar v Turkey* (Applications nos. 43577/98 and 43579/98) (1997) 23 EHRR 143 para 168

²³ *Restriction order pursuant to section 19(2)(b) of the Inquiries Act 2005 in relation to the identity of formerly detained individuals*, Brook House Inquiry, 23 November 2021

²⁴ *Letter from the Attorney General to the Chair*, 11 January 2021

²⁵ *Letter from the Chair to the Minister for Immigration Compliance and Justice*, 4 August 2021; see also *Letter from the Minister for Immigration Compliance and Justice to the Chair*, 19 July 2021

Warning letters

15. Rule 13(3) of the Inquiry Rules 2006 prevents the inclusion of any “*explicit or significant criticism*” of any person in this Report unless a warning letter has been sent and the relevant person has been given a reasonable opportunity to respond.²⁶ “*Explicit or significant*” criticism has been interpreted generously by the Inquiry to ensure that anyone whose conduct might be considered to have been the subject of criticism within this Report has the opportunity to respond. In accordance with Rule 13, warning letters were sent as appropriate to those who were covered by that Rule and the Chair considered the responses to those letters before finalising the Report.

Broadcasting

16. In keeping with the public nature of the Inquiry, arrangements were made for the hearings to be accessible to all who wished to follow them. All witness statements and documents put into evidence during the course of the hearings have been published on the Inquiry’s website. The hearings were also live streamed on YouTube, and members of the public were able to watch the hearings in person (except when the Inquiry went into closed session – for example, to preserve the anonymity of a detained person). The videos of the hearings will remain online for posterity.

Referencing

17. References such as HMIP000613 and CJS001506 in the footnotes of this Report relate to material that is available on the Inquiry’s website: <https://brookhouseinquiry.org.uk>.

18. The transcripts of the Inquiry’s hearings are referenced by person, hearing date, and internal page and line numbers. For example, ‘Callum Tulley 30 November 2021 58/25’ refers to the evidence of Mr Callum Tulley on 30 November 2021, page 58, line 25.

19. Documentary evidence is referenced by the document’s number and, where relevant, page and paragraph numbers. For example, ‘INQ000052_001 para 2’ refers to document INQ000052, page 1, paragraph 2.

²⁶ Inquiry Rules 2006, Rule 13(3)

Those involved in the Inquiry

Inquiry secretariat

Role	Name
Secretary to the Inquiry	Ms Gemma Ludgate, Mr Sam Ashby

Inquiry Solicitor

Role	Name
Solicitor to the Inquiry	Mr Ellis Pinnell
Deputy Solicitor to the Inquiry	Ms Alexandra Momcilovic

Inquiry Counsel team

Role	Name
Lead Counsel to the Inquiry	Mr Brian Altman KC
Junior Counsel to the Inquiry	Ms Sarah Simcock
Junior Counsel to the Inquiry	Ms Saoirse Townshend
Junior Counsel to the Inquiry	Mr Paul Livingston
Junior Counsel to the Inquiry	Ms Jo Moore
Junior Counsel to the Inquiry	Ms Harriet Wakeman
Junior Counsel to the Inquiry	Ms Charlotte Crocombe
Junior Counsel to the Inquiry	Mr Paul Erdunast

Core Participants and their legal representatives

Core Participant	Legal representative(s)
BBC	Mr Jude Bunting KC BBC Litigation Department
D643	Ms Stephanie Harrison KC Duncan Lewis
D687	Dr Nick Armstrong Deighton Pierce Glynn
D801	Ms Stephanie Harrison KC Bhatt Murphy
D1275	Ms Stephanie Harrison KC Bhatt Murphy
D1473	Ms Stephanie Harrison KC Bhatt Murphy
D1527	Ms Stephanie Harrison KC Duncan Lewis
D1538	Ms Stephanie Harrison KC Duncan Lewis
D1713	Ms Stephanie Harrison KC Bhatt Murphy
D1851	Ms Stephanie Harrison KC Duncan Lewis
D1914	Ms Stephanie Harrison KC Duncan Lewis
D2077	Ms Stephanie Harrison KC Duncan Lewis
D2158	Ms Stephanie Harrison KC Bhatt Murphy
Mr Charles Francis	Mr Christopher Jacobs Howe + Co
G4S Care and Justice Services (UK) Ltd	Mr Andrew Sharland KC DWF Law LLP

Core Participant	Legal representative(s)
G4S Health Services (UK) Ltd	Mr Andrew Sharland KC DWF Law LLP
Gatwick Detainees Welfare Group	Mr Nick Armstrong Deighton Pierce Glynn
HM Chief Inspector of Prisons	Ms Amy Mannion Government Legal Department
Home Office	Mr Julian Blake Government Legal Department
Independent Monitoring Board at Brook House	Mr Jonathan Dixey Government Legal Department
Medical Justice	Ms Stephanie Harrison KC Bhatt Murphy
Practice Plus Group	Ms Cecily White Hill Dickinson
Mr Nathan Ring	Mr Matthias Kelly KC Milners Solicitors
Serco Group PLC	Ms Kate Blackwell KC DWF Law LLP
Mr Owen Syred	Innovo Law
Reverend Nathan Ward	Ms Stephanie Harrison KC Duncan Lewis

Witnesses who gave oral evidence

Name / cipher	Hearing date
Mr Dominic Aitken	<u>8 December 2021</u>
Dr Rachel Bingham	<u>14 March 2022</u>
Mr Anton Bole	<u>8 December 2021</u>
Professor Mary Bosworth	<u>29 March 2022</u>
Mr Gordon Brockington	<u>31 March 2022</u>
Mr Ryan Bromley	<u>7 March 2022</u>
Dr Sarah Bromley	<u>1 April 2022</u>
Ms Joanne Buss	<u>14 March 2022</u>
Ms Sandra Calver	<u>1 March 2022</u>
Mr Ian Castle	<u>15 March 2022</u>
Dr Saeed Chaudhary	<u>11 March 2022</u>
Mr Ian Cheeseman	<u>16 March 2022</u>
Ms Karen Churcher	<u>10 March 2022</u>
Ms Jacqueline Colbran	<u>25 March 2022</u>
Mr Jonathan Collier	<u>30 March 2022</u>
Mr John Connolly	<u>2 March 2022</u>
Mr Steven Dix	<u>9 March 2022</u>
Mr Christopher Donnelly	<u>23 February 2022</u>
Mr Philip Dove	<u>31 March 2022</u>
D643	<u>22 February 2022</u>
D668	<u>6 December 2021</u>
D1618	<u>3 December 2021</u>
D1851	<u>3 December 2021</u>
Mr Babatunde Fagbo	<u>4 March 2022</u>
Mr Shane Farrell	<u>8 March 2022</u>

Name / cipher	Hearing date
Mr Edmund Fiddy	<u>7 March 2022</u>
Mr Charles Francis	<u>3 March 2022</u>
Mr Clayton Fraser	<u>28 February 2022</u>
Mr Paul Gasson	<u>15 March 2022</u>
Mr Lee Hanford	<u>15 March 2022</u>
Dr James Hard	<u>28 March 2022</u>
Mr Daniel Haughton	<u>16 March 2022</u>
Mr Steven Hewer	<u>1 April 2022</u>
Mr Luke Instone-Brewer	<u>8 March 2022</u>
Mr Mohammed Khan	<u>24 March 2022</u>
Mr Daniel Lake	<u>1 March 2022</u>
Mr Stephen Loughton	<u>1 March 2022</u>
Mr Jamie Macpherson	<u>8 December 2021</u>
Ms Mary Molyneux	<u>25 March 2022</u>
Ms Shayne Munroe	<u>4 March 2022</u>
Mr Derek Murphy	<u>2 March 2022</u>
Mr Peter Neden	<u>22 March 2022</u>
Ms Sarah Newland	<u>21 March 2022</u>
Dr Husein Oozeerally	<u>11 March 2022</u>
Mr Ioannis Paschali	<u>24 February 2022</u>
Mr Jeremy Petherick	<u>21 March 2022</u>
Ms Anna Pincus	<u>9 December 2021</u>
Mr Stewart Povey-Meier	<u>17 March 2022</u>
Ms Sile Reynolds	<u>8 December 2021</u>
Mr Philip Riley	<u>4 April 2022</u>
Mr Nathan Ring	<u>25 February 2022</u>

Name / cipher	Hearing date
Mr Calvin Sanders	<u>4 March 2022</u>
Mr Ben Saunders	<u>22 March 2022</u>
Mr Sean Sayers	<u>10 March 2022</u>
Ms Theresa Schleicher	<u>14 March 2022</u>
Mr Philip Schoenenberger	<u>23 March 2022</u>
Dr Hindpal Singh Bhui	<u>24 March 2022</u>
Mr Stephen Skitt	<u>17 March 2022</u>
Mr Daniel Small	<u>28 February 2022</u>
Ms Michelle Smith	<u>23 March 2022</u>
Ms Vanessa Smith	<u>15 March 2022</u>
Mr Aaron Stokes	<u>9 March 2022</u>
Mr Owen Syred	<u>7 December 2021</u>
Mr Darren Tomsett	<u>7 March 2022</u>
Mr Callum Tulley	<u>29 November 2021, 30 November 2021, 1 December 2021, 2 December 2021, 9 March 2022</u>
Reverend Nathan Ward	<u>7 December 2021</u>
Mr David Webb	<u>3 March 2022</u>
Mr Stephen Webb	<u>8 March 2022</u>
Mr Luke Wells	<u>31 March 2022</u>
Ms Helen Wilkinson	<u>24 March 2022</u>
Ms Christine Williams	<u>10 March 2022</u>
Mr Julian Williams	<u>16 March 2022</u>
Mr James Wilson	<u>10 December 2021</u>

Witnesses whose statements were read or summarised during the hearings

Name / cipher	Hearing date
D87	<u>9 December 2021</u>
D180	<u>23 March 2022</u>
D313	<u>23 February 2022</u>
D393	<u>23 March 2022</u>
D523	<u>21 February 2022</u>
D687	<u>22 February 2022</u>
D790	<u>21 February 2022</u>
D801	<u>22 February 2022</u>
D1234	<u>10 December 2021</u>
Mr Hamish Arnott on behalf of D1275	<u>22 February 2022</u>
Ms Naomi Blackwell on behalf of D1275	<u>22 February 2022</u>
D1473	<u>23 February 2022</u>
D1527	<u>21 February 2022</u>
D1538	<u>21 February 2022</u>
D1713	<u>10 December 2021</u>
D1747	<u>9 December 2021</u>
D1876	<u>23 March 2022</u>
D1914	<u>25 March 2022</u>
D2033	<u>10 December 2021</u>
D2054	<u>9 December 2021</u>
D2077	<u>21 February 2022</u>
D2158	<u>23 February 2022</u>
D2953	<u>9 December 2021</u>

Appendix 2:

Key legislation, rules and guidance

1. This Appendix sets out the key legislation, rules and guidance relevant to the management of immigration removal centres (IRCs) that have been considered by the Inquiry:

- the Immigration and Asylum Act 1999;
- the Detention Centre Rules 2001; and
- detention services orders.

Immigration and Asylum Act 1999

2. As noted in Part B in Volume I, section 149 of the Immigration and Asylum Act 1999 (the 1999 Act) contains a power for the Secretary of State to contract out management of removal centres. Where that has been done, it also specifies that the contracted-out removal centre must be operated in accordance with the rules made under section 153.¹

3. Section 153 of the 1999 Act provides that the Secretary of State must make rules for the regulation and management of removal centres and that these rules may, among other things, make provision with respect to the safety, care, activities, discipline and control of detained people.²

The Detention Centre Rules 2001

4. The Detention Centre Rules 2001 are the secondary (ie delegated) legislation made under the 1999 Act. They govern the operation and management of IRCs.³ A number of the Rules concerning different aspects of the operation of IRCs are highly relevant for the Inquiry's purposes and are set out below. They cover a range of issues, including the purpose of detention centres, the welfare, privileges and religious needs of detained people, removal from association, use of force, temporary confinement, special control or restraint, general duties of officers, and Independent Monitoring Boards.

¹ [Immigration and Asylum Act 1999](#), section 149

² [Immigration and Asylum Act 1999](#), section 153

³ [Detention Centre Rules 2001](#)

Purpose of detention centres

5. Rule 3 of the Detention Centre Rules 2001 states:

“(1) The purpose of detention centres shall be to provide for the secure but humane accommodation of detained persons in a relaxed regime with as much freedom of movement and association as possible, consistent with maintaining a safe and secure environment, and to encourage and assist detained persons to make the most productive use of their time, whilst respecting in particular their dignity and the right to individual expression.

“(2) Due recognition will be given at detention centres to the need for awareness of the particular anxieties to which detained persons may be subject and the sensitivity that this will require, especially when handling issues of cultural diversity.”

Welfare, privileges and religious needs

6. Reflecting that purpose, the Detention Centre Rules 2001 include the following requirements in respect of the welfare, privileges and religious needs of detained people.

Clothing

- *“Where required all detained persons shall be provided with clothing adequate for warmth and health.”* (Rule 12(2))
- *“Facilities for the laundering of items of clothing shall be provided.”* (Rule 12(4))

Food

- *“No detained person shall be given less food than is ordinarily provided, except with his written consent and upon the written recommendation of the medical practitioner.”* (Rule 13(2))
- *“The food provided shall: (a) be wholesome, nutritious, well prepared and served, reasonably varied, sufficient in quantity and (b) meet all religious, dietary, cultural and medical needs.”* (Rule 13(3))

Accommodation

- *“No room shall be used as sleeping accommodation for a detained person unless the Secretary of State has certified that:– (a) its size, lighting, heating, ventilation and fittings are adequate for health; (b) it has adequate storage facilities (consistent with interests of safety and security); and (c) it allows the detained person to communicate at any time with an officer.”* (Rule 15(2))

- *“No room shall be used for the purposes of:— (a) removal from association under rule 40; (b) temporary confinement under rule 42; or (c) application of special control or restraint under rule 43 unless the Secretary of State has certified that its lighting, heating, ventilation and fittings are adequate for health and that it allows the detained person to communicate at any time with an officer.” (Rule 15(3))*

Hygiene

- *“Every detained person shall be provided with toilet articles necessary for his health and cleanliness, which shall be replaced as necessary.” (Rule 16(2))*
- *“Facilities shall be provided for every detained person to have a daily bath or shower.” (Rule 16(3))*

Activity

- *“All detained persons shall be provided with an opportunity to participate in activities to meet, as far as possible, their recreational and intellectual needs and the relief of boredom.” (Rule 17(1))*
- *“Wherever reasonably possible the development of skills and of services to the centre and to the community should be encouraged.” (Rule 17(2))*
- *“Detained persons shall be entitled to undertake paid activities to the extent that the opportunity to do so is provided by the manager.” (Rule 17(3))*
- *“Every detained person able to take part in educational activities provided at a detention centre shall be encouraged to do so.” (Rule 17(5))*
- *“Programmes of educational classes shall be provided at every detention centre.” (Rule 17(6))*
- *“Arrangements shall be made for each detained person to have the opportunity of taking part in physical education or recreation, which shall consist of both sports and health-related activities.” (Rule 17(7))*
- *“A library shall be provided in every detention centre, which will meet a range of cultural, ethnic and linguistic needs and, subject to any direction of the Secretary of State in any particular case, every detained person shall be allowed access to it at reasonable times.” (Rule 17(8))*

Time in the open air

- *“a detained person shall be given the opportunity to spend at least one hour in the open air every day ... Time in the open air may be refused in exceptional circumstances where necessary in the interests of safety or security.” (Rule 18(1)–(2))*

Privileges

- *“At every detention centre all detained persons shall have access to a system of privileges approved by the Secretary of State, which shall include arrangements under which they may spend their money within the detention centre.” (Rule 19(1))*

Religion

- *“The practice of religion in detention centres shall take account of the diverse cultural and religious background of detained persons.” (Rule 20)*
- *“The manager shall make arrangements for a minister of religion to visit detained persons of his religion as often as he reasonably can and to the extent that the detained person so wishes.” (Rule 23(1))*
- *“The manager shall make arrangements for ministers of religion to conduct religious services for detained persons of their religions at such times as may be arranged.” (Rule 24)*

Healthcare

7. Rule 34 provides:

- *“Every detained person shall be given a physical and mental examination by the medical practitioner (or another registered medical practitioner in accordance with rules 33(7) or (10)) within 24 hours of his admission to the detention centre.” (Rule 34(1))*

8. Rule 35 provides:

- *“The medical practitioner shall report to the manager on the case of any detained person whose health is likely to be injuriously affected by continued detention or any conditions of detention.” (Rule 35(1))*
- *“The medical practitioner shall report to the manager on the case of any detained person he suspects of having suicidal intentions, and the detained person shall be placed under special observation for so long as those suspicions remain, and a record of his treatment and condition shall be kept throughout that time in a manner to be determined by the Secretary of State.” (Rule 35(2))*
- *“The medical practitioner shall report to the manager on the case of any detained person who he is concerned may have been the victim of torture.” (Rule 35(3))*

Removal from association

9. Rule 40 states:

- *“Where it appears necessary in the interests of security or safety that a detained person should not associate with other detained persons, either generally or for particular purposes, the Secretary of State (in the case of a contracted-out detention centre) or the manager (in the case of a directly managed detention centre) may arrange for the detained person’s removal from association accordingly.”* (Rule 40(1))
- *“In cases of urgency, the manager of a contracted-out detention centre may assume the responsibility of the Secretary of State under paragraph (1) but shall notify the Secretary of State as soon as possible after making the necessary arrangements.”* (Rule 40(2))

Use of force

10. Rule 41 provides:

- *“A detainee custody officer dealing with a detained person shall not use force unnecessarily and, when the application of force to a detained person is necessary, no more force than is necessary shall be used.”* (Rule 41(1))
- *“No officer shall act deliberately in a manner calculated to provoke a detained person.”* (Rule 41(2))
- *“Particulars of every case of use of force shall be recorded by the manager in a manner to be directed by the Secretary of State, and shall be reported to the Secretary of State.”* (Rule 41(3))

Temporary confinement

11. Rule 42 states:

- *“The Secretary of State (in the case of a contracted-out detention centre) or the manager (in the case of a directly managed detention centre) may order a refractory or violent detained person to be confined temporarily in special accommodation, but a detained person shall not be so confined as a punishment, or after he has ceased to be refractory or violent.”* (Rule 42(1))
- *“In cases of urgency, the manager of a contracted-out detention centre may assume the responsibility of the Secretary of State under paragraph (1) above but shall notify the Secretary of State as soon as possible after giving the relevant order.”* (Rule 42(2))

Special control or restraint

12. Rule 43 states:

- *“The Secretary of State (in the case of a contracted-out detention centre) or the manager (in the case of a directly managed detention centre) may order a detained person to be put under special control or restraint where this is necessary to prevent the detained person from injuring himself or others, damaging property or creating a disturbance.”* (Rule 43(1))
- *“Except as provided by this rule no detained person shall be put under special control or restraint otherwise than for safe custody, to give effect to directions lawfully given for his removal from the United Kingdom, or on medical grounds by direction of the medical practitioner.”* (Rule 43(10))

General duties of officers

13. In respect of the duties of officers, Rule 45 provides:

- *“It shall be the duty of every officer to conform to these Rules and the rules and regulations of the detention centre, to assist and support the manager in their maintenance and to obey his lawful instructions.”* (Rule 45(1))
- *“An officer shall inform the manager and the Secretary of State promptly of any abuse or impropriety which comes to his knowledge.”* (Rule 45(2))
- *“Detainee custody officers exercising custodial functions shall pay special attention to their duty under paragraph 2(3)(d) of Schedule 11 to the Immigration and Asylum Act 1999 to attend to the well-being of detained persons.”* (Rule 45(3))
- *“Detainee custody officers shall notify the health care team of any concern they have about the physical or mental health of a detainee.”* (Rule 45(4))
- *“In managing detained persons, all officers shall seek by their own example and leadership to enlist their willing co-operation.”* (Rule 45(5))
- *“At all times the treatment of detained persons shall be such as to encourage their self-respect, a sense of personal responsibility and tolerance towards others.”* (Rule 45(6))

Independent Monitoring Boards

14. Rule 61 sets out the general duties of visiting committees, known as Independent Monitoring Boards. It states:

- *“The visiting committee of a detention centre shall satisfy themselves as to the state of the detention centre premises, the administration of the detention centre and the treatment of the detained persons.”* (Rule 61(1))

- *“The committee shall direct the attention of the manager to any matter which calls for his attention, and shall report to the Secretary of State any matter which they consider expedient to report.”* (Rule 61(3))
- *“The committee shall inform the Secretary of State immediately of any abuse which comes to their knowledge.”* (Rule 61(4))

15. Rule 62 states:

- *“A member of the visiting committee shall visit any detailed person who is subject for the time being to:— (a) removal from association under rule 40; (b) temporary confinement under rule 42; or (c) special control or restraint under rule 43 within 24 hours of being made so subject.”* (Rule 62(1))

Detention services orders

16. Detention services orders (DSOs) are instructions outlining procedures to be followed by Home Office and contractors’ staff in the management of detention centres.⁴ They cover a range of issues including accommodation standards, internet access, management of adults at risk, mental vulnerability, paid activities, induction and welfare services. IRCs also apply some prison service orders, which provide policy and guidance for prison and probation professionals in England and Wales.

17. The key detention services orders considered by the Inquiry include:

- Detention Services Order 12/2012: Room Sharing Risk Assessment (referred to as the Room Sharing DSO) requires staff to carry out a ‘room sharing risk assessment’ for each detained person to identify those who pose a risk to others and record any additional precautionary measures where cell sharing is unavoidable;⁵
- Detention Services Order 03/2015: Handling of Complaints (referred to as the Complaints DSO), which deals with the handling of complaints, defined as *“any expression of dissatisfaction about the service we provide, or about the professional conduct of our staff and contractors”*;⁶
- Detention Services Order 04/2016: Detainee Access to the Internet (referred to as the Internet DSO) states that detained people should have *“reasonable and regulated access to the internet whilst ensuring that the security of the detention estate is not undermined”*;⁷

⁴ [Detention services orders](#), Home Office

⁵ [Detention Services Order 12/2012: Room Sharing Risk Assessment \(CJS000710\)](#), Home Office, August 2012 (updated [September 2016](#))

⁶ [Detention Services Order 03/2015: Handling of Complaints \(CJS000727\)](#), Home Office, February 2017 (updated [April 2023](#))

⁷ [Detention Services Order 04/2016: Detainee Access to the Internet \(HOM002593\)](#), Home Office, May 2016 (updated [January 2020](#)), para 3

- Detention Services Order 01/2016: The Protection, Use and Sharing of Medical Information Relating to People Detained Under Immigration Powers sets out information about the protection, use and sharing of confidential clinical information;⁸
- Detention Services Order 08/2016: Management of Adults at Risk in Immigration Detention (referred to as the Adults at Risk DSO) includes mandatory guidance for Home Office staff and suppliers operating in IRCs on the care and management of detained people deemed to be adults at risk while in detention;⁹
- Detention Services Order 02/2017: Removal from Association (Detention Centre Rule 40) and Temporary Confinement (Detention Centre Rule 42) (referred to as the Restrictions DSO) sets out further detail about the operation of both Rules;¹⁰
- Detention Services Order 03/2017: Care and Management of Detained Individuals Refusing Food and/or Fluid (referred to as the Refusal of Food and Fluid DSO) deals with an adult refusing food and/or fluid, including the requirement to be offered a routine medical appointment;¹¹
- Detention Services Order 04/2018: Management and Security of Night State (referred to as the Night State DSO) concerns the management and security of operating an IRC at night, which is known as the ‘night state’;¹²
- Detention Services Order 03/2020: Whistleblowing – The Public Interest Disclosure Act 1998 (referred to as the Whistleblowing DSO), which emphasises the requirement for staff in IRCs to report wrongdoing and seeks to establish “*consistent overarching principles for reporting a concern about wrongdoing*”;¹³
- Detention Services Order 04/2020: Mental Vulnerability and Immigration Detention: Non-Clinical Guidance, which it is stated should be considered alongside the Adults at Risk DSO, provides the guidance necessary to ensure that appropriate support is offered to those who lack decision-making

⁸ [Detention Services Order 01/2016: The Protection, Use and Sharing of Medical Information Relating to People Detained Under Immigration Powers](#), Home Office, April 2016 (reissued May 2016)

⁹ [Detention Services Order 08/2016: Management of Adults at Risk in Immigration Detention \(CJS000731\)](#), Home Office, February 2017 (updated August 2022)

¹⁰ [Detention Services Order 02/2017: Removal from Association \(Detention Centre Rule 40\) and Temporary Confinement \(Detention Centre Rule 42\) \(CJS000676\)](#), Home Office, July 2017 (updated September 2020)

¹¹ [Detention Services Order 03/2017: Care and Management of Detained Individuals Refusing Food and/or Fluid \(CJS000724\)](#), Home Office, October 2017 (updated most recently in September 2022)

¹² [Detention Services Order 04/2018: Management and Security of Night State](#), Home Office, December 2018

¹³ [Detention Services Order 03/2020: Whistleblowing – The Public Interest Disclosure Act 1998](#), Home Office, July 2020

capacity, those with disability arising from mental impairment, and those who have a mental health condition;¹⁴

- Detention Services Order 01/2022: Assessment Care in Detention and Teamwork (ACDT) (referred to as the ACDT DSO) provides mandatory operational guidance for all Home Office, centre supplier and healthcare staff working in IRCs, implementing “*a holistic approach to self harm and suicide prevention within the broader context of decency and safety*”;¹⁵
- Detention Services Order 02/2022: Interpretation Services and Use of Translation Devices (referred to as the Interpretation and Translation DSO) sets out the provisions – including interpretation services and translation devices – available for individuals held in immigration detention and the circumstances in which these should be used.¹⁶

18. The Inquiry also considered Prison Service Order 1600: Use of Force (referred to as the Use of Force PSO), which details the circumstances in which force can be used and the framework for justifying the use of force. It covers control and restraint techniques, de-escalation skills, personal safety techniques and the use of batons.¹⁷

¹⁴ [Detention Services Order 04/2020: Mental Vulnerability and Immigration Detention: Non-Clinical Guidance](#), Home Office, July 2020

¹⁵ [Detention Services Order 01/2022: Assessment Care in Detention and Teamwork \(ACDT\) \(INQ000214\)](#), Home Office, October 2022

¹⁶ [Detention Services Order 02/2022: Interpretation Services and Use of Translation Devices](#), Home Office, June 2022

¹⁷ [Prison Service Order 1600: Use of Force \(INQ000185\)](#), HM Prison Service, August 2005; see also [Amendments to Use of Force Policy \(PSI 30/2015\)](#), National Offender Management Service Agency Board, November 2015

Appendix 3:

Key events at Brook House

Introduction

1. This chronology is intended to provide a useful overview of key events that are alleged to have taken place at Brook House, and to place those events in context. It does not include every potentially relevant alleged event and does not contain any findings of fact. Any matters that have been relied upon in order to reach any of the conclusions set out within the Report are dealt with within the body of the Report.
2. In some instances, there has been conflicting evidence as to the date on which a particular event occurred and, in those cases, efforts have been made to verify the correct date. Nonetheless, there are some instances where the date listed within this chronology is the Inquiry's best estimate of the approximate date.

Events before the relevant period

Date	Event
February 2008	The contracts to manage Brook House and Tinsley House immigration removal centres were awarded to Global Solutions Ltd (GSL) after a tendering process.
May 2008	G4S acquired GSL, and therefore acquired the contracts to manage Brook House and Tinsley House.
March 2009	Brook House was opened.
March 2010	HM Inspectorate of Prisons (HMIP) conducted the first inspection of Brook House. ¹
2012	Mr Ben Saunders was appointed as Centre Director for Brook House and Tinsley House.

¹ [DL0000167](#)

Date	Event
2012	Two High Court judgments found that two separate people detained at Brook House had been subjected to treatment in violation of Article 3 of the European Convention on Human Rights. ²
March 2013	Capacity at Brook House was increased from 426 to 448 beds. ³
2013	A survey of staff members at Brook House was conducted. ⁴
2014	Detention Custody Officer (DCO) Owen Syred said that he reported DCO Sam Gurney for racist language and then faced a backlash from colleagues. ⁵
June 2014	A '360 Degree Contract Review' of the G4S contract was completed, which noted that the findings overall were positive. ⁶
February or March 2015	DCO Callum Tulley subsequently alleged that he witnessed five or six members of staff, including Detention Custody Managers (DCMs), make fun of and laugh at a naked detained person. ⁷
May 2015	Mr Stephen Skitt was appointed as Deputy Director of Brook House. ⁸
October 2015	Ms Stacie Dean, Head of Tinsley House immigration removal centre, reported allegations that DCO Luke Instone-Brewer and DCO Babatunde Fagbo had goaded a detained person. ⁹

² [DL0000178](#); [DL0000179](#)

³ [CJS0074047_009](#) paras 41-46; [CJS000768_044](#)

⁴ [DL0000142](#)

⁵ [Owen Syred 7 December 2021 115/3-118/12](#); [INN000007_030-032](#) paras 125-130

⁶ [CJS000768](#)

⁷ [INQ000052_011-012](#) paras 44-52

⁸ [SER000455_002](#) paras 6 and 8

⁹ [CJS0073677_001-002](#)

Date	Event
January 2016	<p>The BBC <i>Panorama</i> programme was broadcast about Medway Secure Training Centre, also managed by G4S.</p> <p>DCO Callum Tulley contacted the BBC to ask for assistance in exposing the behaviour of staff towards detained people and the conditions in which detained people lived at Brook House.¹⁰</p> <p>Mr Ben Saunders was seconded to Medway Secure Training Centre until July 2016. Mr Lee Hanford became Interim Director of Brook House and Tinsley House.¹¹</p>
March 2016	<p>DCO Callum Tulley subsequently alleged that, around this time, DCM David Roffey and DCM Graham Purnell made disparaging comments about a detained person with a known mental health condition who was naked, shivering and covered in his own excrement. Mr Tulley said that he found the detained person in the same state a couple of hours later.¹²</p> <p>DCO Callum Tulley subsequently alleged that, around this time, DCO Jason Murphy told him that he had pushed his shield into a detained person so that the detained person’s face was pushed into his own faeces and urine.¹³</p>
May 2016	<p>There was a complaint against DCO Babatunde Fagbo and DCO Luke Instone-Brewer for “<i>poor behaviour, bullying and inappropriate behaviour</i>”.¹⁴</p>
October – November 2016	<p>An HMIP inspection was carried out.¹⁵</p>
November 2016	<p>Ms Stacie Dean raised a grievance about staff bullying, under-reporting of incidents and other matters.¹⁶</p>

¹⁰ [INQ000052_019-020](#) para 81

¹¹ [KEN000001_002](#) paras 4-6

¹² [INQ000052_049-50](#) paras 191-195

¹³ [INQ000052_046-047](#) para 184

¹⁴ [CJS0073671_003](#); [CJS005907_009](#)

¹⁵ [Callum Tulley 30 November 2021 97/16-101/17](#)

¹⁶ [CJS0073632](#)

Date	Event
March 2017	The 2016 HMIP inspection report was published. It recorded that overall it <i>“was an encouraging inspection”</i> . The major concern raised was the physical environment in which detained people were held. ¹⁷
Spring 2017	DCO Owen Syred subsequently alleged that he saw DCO Derek Murphy punch a detained person around this time. ¹⁸
28 March 2017	Force was used against D1234. D1234’s subsequent complaint about the use of force was found by the Home Office Professional Standards Unit (PSU) to be unsubstantiated. ¹⁹

Events during the relevant period

Date	Event
5 April 2017	Force was used against D2159, who had been refusing food and fluids, and Healthcare staff had raised serious concerns over his condition. ²⁰
11 April 2017	Force was used against D2416, who was naked throughout the incident. ²¹
20 April 2017	DCO Callum Tulley noted that DCO Ioannis (Yan) Paschali said about a detained person: <i>“don’t care if he lives or died”</i> (or words to that effect) and said things like: <i>“would like to fucking do him”</i> . ²²

¹⁷ [HMIP000613_007](#)

¹⁸ [INN000007_039](#) para 162

¹⁹ [HOM002481](#); [HOM002496](#); [HOM002495](#)

²⁰ [CJS005529_027](#)

²¹ [Day 41 AM 30 March 2022](#)

²² [CPS000025_013-014](#)

Date	Event
21 and 22 April 2017	DCO Shayne Munroe and DCO Babatunde Fagbo used abusive language against D119 in two separate incidents. ²³ Mr Fagbo called D119 a “ <i>dickhead</i> ” or a “ <i>fucking dickhead</i> ” and used other derogatory language towards him, such as saying: “ <i>I get to go home and you are stuck here.</i> ” ²⁴ Ms Munroe said something along the lines of “ <i>fuck you</i> ” or “ <i>fuck off</i> ” or “ <i>shut the fuck up</i> ” in response to abusive comments from D119. ²⁵
24 April 2017	DCO Callum Tulley’s first day of covert filming. ²⁶ DCO Calvin Sanders was on constant supervision of D1527 between 15:40 and 17:42 and between 18:30 and 20:45. Footage covertly recorded on 4 and 8 May 2017 showed Mr Sanders describing and demonstrating how on 24 April he had bent D1527’s fingers back to prevent D1527 from self-harming, and how he had banged D1527’s head on the table.
25 April 2017	D1527 became subject to Rule 40 (removal from association) after jumping on D Wing netting. He self-harmed by banging his head against a door and attempted to strangulate himself and swallow a mobile phone battery. Two separate uses of force took place. DCO Ioannis (Yan) Paschali placed his hands around D1527’s neck and verbally threatened him. ²⁷
27 April 2017	Force was used against D191, which led to a complaint. None of the complaint allegations were found by the PSU to be substantiated.
28 April 2017	Force was used against D2559.
29 April 2017	DCO Daniel Small described losing “ <i>his rag</i> ” with “ <i>an Indian bloke</i> ”, and said: “ <i>you’re in fucking England, speak English</i> ”. ²⁸

²³ [CJS005880](#); [CJS0073303](#); [CJS0072930](#); [HOM002762](#)

²⁴ [CJS001594](#); [CJS005888_002](#); [CJS005880](#); [CJS005874](#)

²⁵ [Shayne Munroe 4 March 2022 48/20-23](#)

²⁶ [CPS000025_014](#)

²⁷ [CPS000026_014](#); [HOM000388](#); [HOM000769](#); [HOM000781](#); [CJS004337](#)

²⁸ [TRN0000021_006-007](#)

Date	Event
4 May 2017	<p>D1527 climbed onto the safety netting and other detained people sang the lyrics from 'I Believe I Can Fly'. DCO Clayton Fraser stated that the best way to deal with such detained people was to do "<i>what Yan did</i>" (see entry above for 25 April 2017).²⁹</p>
	<p>Force was used against D1527 to move him to E Wing under Rule 40 for jumping onto the safety netting. During the use of force, D1527 tried to swallow a mobile phone battery.³⁰</p>
	<p>DCO Calvin Sanders told colleagues that on 24 April 2017 he bent D1527's fingers back and banged his head against a table while D1527 was under constant supervision. DCO Aaron Stokes said the best way to deal with D1527 was to "<i>Turn away and hopefully he's swinging</i>".³¹ Mr Stokes also said to DCO Callum Tulley about D1527: "<i>Did you not have the urge to just punch him in his face as he's gone up and 'bang'</i>".³²</p>
8 May 2017	<p>DCO Calvin Sanders demonstrated how he banged D1527's head on the table and twisted his fingers, stating: "<i>if you're self-harming, you're an attention seeking little prick</i>".³³</p>
9 May 2017	<p>DCO Derek Murphy and DCO Ioannis (Yan) Paschali had a conversation about D87 in the presence of DCO Callum Tulley. Mr Paschali said:</p> <p><i>"I'd love to get in the ring with him. Put the gloves on and see what he's fucking made of. I would love to ... He's just got some shoulders and a bit of height. Fucking crack him straight in the ribs."</i></p> <p>Mr Murphy replied: "<i>Straight in the solar</i>".³⁴</p>

²⁹ [CPS000018_007](#); [CJS005969](#)

³⁰ [CJS005530](#); [HOM000251](#)

³¹ [SXP000120_007](#)

³² [TRN0000096_002](#)

³³ [SXP000120_007](#)

³⁴ [TRN0000077_040-041](#)

Date	Event
13 May 2017	<p>Force was used against D687 after he was found in a toilet with a ligature around his neck. He subsequently complained to the PSU, which found his allegations to be unsubstantiated.³⁵</p> <p>A medical response was called to D232 after he experienced a reaction to the new psychoactive substance ‘spice’. He was escorted to E Wing for monitoring and it was later reported that he smoked spice again while on E Wing.³⁶</p> <p>D1667 suffered a seizure after smoking spice and was taken to E Wing for monitoring. A medical response was called as it transpired he had smoked spice again while on E Wing.³⁷</p>
17 May 2017	<p>D275 climbed onto the safety netting to protest. DCO John Connolly suggested using violence and racist language towards him, telling officers that they should say to him: <i>“listen here nigger. Listen to me. Do what you are told, nigger”</i>, and, gesturing to the staircase, <i>“That’s our justification. We fucking throw him in that corner”</i> and <i>“Fuck him up in the corner”</i> and <i>“Throw him down the fucking stairs. Go for it.”</i>³⁸</p>
22 May 2017	<p>Force was used against D52.³⁹</p>
23 May 2017	<p>Force was used against D1978 to relocate him to the Care and Separation Unit (CSU).⁴⁰</p>
27 May 2017	<p>Force was used to move D1914 to E Wing subject to Rule 40. D1914 was deemed fit to fly and fit for detention.⁴¹</p>

³⁵ [HOM002725](#); [CJS005652](#)

³⁶ [INQ000052_059](#) para 223

³⁷ [INQ000052_059](#) para 223

³⁸ [Day 20 PM 28 February 2022 01:39:12-01:40:09 \(KENCOV1019 - V2017051700016\); TRN0000085_044-047](#)

³⁹ [CJS005620](#)

⁴⁰ [CJS005646](#); [INQ000111_096](#) para 389

⁴¹ [CJS001160](#); [CJS005651](#); [CJS000962](#)

Date	Event
28 May 2017	In discussions about a planned use of force against D1914 on 28 May 2017, several staff members made derogatory comments about him. After discussion of D1914's medical history, including the fact that he was scheduled to undergo heart bypass surgery, DCO Daniel Lake speculated that D1914 may fake having a heart attack and said, laughing, <i>"If he dies, he dies."</i> ⁴² When DCO Callum Tulley said that he was nervous about the use of force, DCO Ioannis (Yan) Paschali responded: <i>"Oh relax man, you will be fine"</i> and DCO David Webb added: <i>"If he dies, he dies"</i> and <i>"It's nothing on us."</i> ⁴³ Mr Webb also referred to D1914 as a <i>"cunt"</i> . ⁴⁴
31 May 2017	Force was used to move D149 to the CSU under Rule 40. The following day, DCO David Webb said that he hurt D149 during the restraint. ⁴⁵ DCO Daniel Small discussed not wanting to go to Cleveland, USA, because there were <i>"too many blacks"</i> . ⁴⁶ DCO Ioannis (Yan) Paschali discussed with DCO Callum Tulley that if a detained person went up to him <i>"just fucking floor him. Don't restrain him give him the hardest kick you fucking can."</i> ⁴⁷
May 2017	The Independent Monitoring Board at Brook House (Brook House IMB) published its 2016 annual report. ⁴⁸
2 June 2017	DCO Edmund Fiddy described a detained person as an <i>"absolute poofter"</i> . ⁴⁹
3 June 2017	Force was used against D1538 and he was placed on E Wing subject to Rule 40. D1538 subsequently complained and his complaint was found by the PSU to be unsubstantiated. ⁵⁰

⁴² [KENCOV1025 - V2017052700012](#)

⁴³ [KENCOV1025 - V2017052700011](#)

⁴⁴ [KENCOV1025 - V2017052700019](#)

⁴⁵ [CJS005650](#); [CJS000972_057](#); [SXP000002](#); [CPS000025_029](#)

⁴⁶ [TRN0000079_010](#)

⁴⁷ [TRN0000101_026](#)

⁴⁸ [IMB000121](#)

⁴⁹ [Edmund Fiddy 7 March 2022 181/11-183/11](#)

⁵⁰ [CJS003348](#); [HOM002627](#)

Date	Event
5 June 2017	Force was used against D390 who indicated that he would refuse to be transferred to Harmondsworth immigration removal centre. His cell mate, D1851, also had force used against him. ⁵¹
6 June 2017	Force was used against D1538, who was placed on E Wing. ⁵²
10 June 2017	There was an incident during which D2953 alleged that DCO Derek Murphy hit him hard on the left thigh, leaving a bruise. D2953 subsequently complained and his complaint was found by the PSU to be substantiated. ⁵³
11 June 2017	There was an incident during which D2953 alleged that DCO Derek Murphy punched him on his left side (in his kidney area). D2953 subsequently complained and his complaint was found by the PSU to be substantiated. ⁵⁴
14 June 2017	<p>D1275 had a severe response to spice. DCM Nathan Ring and DCO Derek Murphy made derogatory comments about D1275.</p> <p>DCO Daniel Small was recorded, on the day of the Grenfell Tower fire, saying that it was “12 foreigners” who had been reported dead at that point. DCO Callum Tulley noted that Mr Small had also said: “oh well, that’s ... a few less foreigners in England”.⁵⁵</p> <p>DCO Derek Murphy said to D149: “stop fucking about ... I don’t want to come back in this room again. You will be in trouble.” Mr Murphy told another detained person that he looked “like a fucking mong”.⁵⁶</p>

⁵¹ [DL0000095_002](#) para 5; [CJS005624](#); [TRN0000080_012](#)

⁵² [CJS005615](#)

⁵³ [CJS005589](#); [HOM004772](#)

⁵⁴ [CJS005589](#); [HOM004772](#)

⁵⁵ [TRN0000092_021](#); [TRN0000092_022](#); [TRN0000101_010](#); [TRN0000068_006-007](#)

⁵⁶ [TRN0000092_024](#); [TRN0000092_026](#); [TRN0000092_028](#)

Date	Event
15 June 2017	Force was used against D313. DCO Sean Sayers failed to complete a Use of Force report. Mr Sayers later said that he <i>“accidentally”</i> fell on D313 and used D313’s face to get up off the bed. ⁵⁷
	D159 suffered a severe response to spice, leading to an ambulance being called. ⁵⁸ There were a total of four medical responses to spice attacks that day, three of which took place simultaneously. ⁵⁹
16 June 2017	An incident occurred during which D2953 alleged that DCO Derek Murphy punched him on the left side of his head. D2953 complained and his complaint was later found by the PSU to be substantiated. ⁶⁰
19 June 2017	DCO Sean Sayers told D720 he was <i>“going to skull fuck you like the little bitch you are”</i> , and called him a <i>“cunt”</i> and a <i>“fucking dick”</i> . ⁶¹
	DCO Darren Tomsett described D693 as a <i>“horrible bastard”</i> . On the same day, he recounted to DCO Callum Tulley that he had said to D693: <i>“You throw the first one, and I’ll fucking put you out of your misery. If you throw the first one, I’ll fucking put you out of this office. So, it’s up to you mate. Stinking attitude.”</i> ⁶²
20 June 2017	D1747 alleged that DCO Derek Murphy pushed and verbally abused him. D1747 made a complaint, which was found by the PSU to be unsubstantiated. ⁶³
	DCM Nathan Harris described how people being deported should be treated, including <i>“masking tape, bag ‘em”</i> and <i>“we should just go back to putting them to sleep mate”</i> . ⁶⁴

⁵⁷ [CJS005933](#); [CJS005937](#)

⁵⁸ [TRN0000069_007](#); [KENCOV1036 - V2017061500014](#), [V2017061500015](#), [V2017061500016](#); [TRN0000093_009-023](#); [CJS0074268](#)

⁵⁹ [SXP000075_002](#)

⁶⁰ [CJS001521](#)

⁶¹ [TRN0000083_038](#)

⁶² [TRN0000083_002](#)

⁶³ [CJS005621](#); [HOM003522](#)

⁶⁴ [TRN000084_010](#)

Date	Event
23 June 2017	D2953 made a written complaint about assaults by a staff member (later identified as DCO Derek Murphy) and about treatment by Healthcare staff. ⁶⁵ This complaint was not allocated to the PSU by the Home Office and only ended up being investigated around three months later.
28 June 2017	D1538 alleged that DCO Darren Tomsett had made homophobic comments to him. He made a complaint, which was found by the PSU to be unsubstantiated. ⁶⁶ Force was used against D2054 while he was naked and awaiting an urgent mental health assessment. He made a complaint which alleged that he self-harmed that day and was bleeding heavily from the wounds, which were not treated properly. He also alleged that, during the use of force, he hit his head and was unconscious, and the force continued regardless. The PSU found his complaints to be unsubstantiated. ⁶⁷
30 June 2017	Force was used against D87. D87 subsequently made a complaint, which the PSU found to be unsubstantiated.
4 July 2017	D865 put a ligature around his neck to hang himself. DCM Christopher Donnelly did not initially observe the ligature around D865's neck and did not remove it until prompted by DCO Callum Tulley. A G4S disciplinary hearing was held subsequently, which led to Mr Donnelly being issued with a written warning. ⁶⁸
6 July 2017	D728 climbed onto the safety netting and placed a ligature around his neck. He became subject to Rule 40 and was placed under constant supervision under Assessment Care in Detention and Teamwork measures. ⁶⁹ DCO Charles Francis, DCO Aaron Stokes and DCM Stephen Webb made inappropriate comments to D728. ⁷⁰

⁶⁵ [CJS001616_003-005](#)

⁶⁶ [CJS003348](#)

⁶⁷ [CJS005991](#)

⁶⁸ [CJS005952](#); [HOM001001](#)

⁶⁹ [CJS005938](#)

⁷⁰ [CPS000025_037](#); [CJS005936](#); [CJS004318](#)

Date	Event
13 August 2017	DCO Derek Murphy discussed a detained person who he described as a “ <i>fucking arsehole</i> ” and said he told them: “ <i>If you don’t clean it up within the hour, I’m going to come and smash the fucking shit out of you and you ain’t doing no flying.</i> ” ⁷¹
25 August 2017	DCO Babatunde Fagbo was dismissed for abusive language directed at a detained person. ⁷²

Events after the relevant period

Date	Event
September 2017	The Home Office agreed to extend G4S’s contract until May 2020. ⁷³
4 September 2017	The BBC <i>Panorama</i> programme about Brook House was broadcast.
22 September 2017	DCO Shayne Munroe was summarily dismissed for conduct occurring in April 2017. ⁷⁴
May 2018	Brook House IMB published its 2017 annual report. ⁷⁵
November 2018	Ms (now Baroness) Kate Lampard and Mr Ed Marsden’s report for external investigations company, Verita, was published (the 2018 Verita report). ⁷⁶
20 May – 7 June 2019	HMIP carried out an inspection of Brook House.
July 2019	HMIP published its 2019 inspection report. ⁷⁷
May 2020	Serco Group PLC took over the management of Brook House from G4S.

⁷¹ [TRN0000024_003](#)

⁷² [CJS0072900](#)

⁷³ [DL0000175_008](#) para 18

⁷⁴ [CJS005896](#)

⁷⁵ [VER000138](#)

⁷⁶ [CJS0073709](#)

⁷⁷ [HMIP000674](#)

Date	Event
1 September 2021	Practice Plus Group took over the management of Healthcare at Brook House from G4S Health Services. ⁷⁸
November – December 2021	Brook House Inquiry Phase 1 hearings.
February – April 2022	Brook House Inquiry Phase 2 hearings.
30 May – 16 June 2022	HMIP carried out an inspection of Brook House.
23 September 2022	HMIP published its 2022 inspection report.
September 2023	The Brook House Inquiry Report is published.

⁷⁸ [PPG000172_001](#)

Appendix 4:

Previous recommendations

Key recommendations relevant to immigration detention

1. There have been more than 1,100 recommendations made by various reviews, investigations, non-governmental organisations and monitoring bodies relating to immigration detention since 2003. This Appendix contains key recommendations from those reports considered most relevant to this Inquiry. For the purposes of this Report, the recommendations have been grouped by the themes set out in Part D in Volume II.

Recommendation	Report	Reference in this Report
The contract to run Brook House (see Chapter D.2 in Volume II)		
<p>1 I recommend that the question of staffing levels be reviewed to assess if future contracts should contain more prescriptive requirements in relation to staff numbers. (recommendation 13, p383)</p>	<p><i><u>Report of the Inquiry into the Disturbance and Fire at Yarl’s Wood Removal Centre</u></i>, Stephen Shaw, Prisons and Probation Ombudsman, November 2004</p>	
<p>2 I recommend that IND [Home Office Immigration and Nationality Directorate] arranges for the weight of each contract monitor post to be assessed to determine both the appropriate grade of the contract monitor and the level of support he/she should have. (recommendation 54, p386)</p>	<p><i><u>Report of the Inquiry into the Disturbance and Fire at Yarl’s Wood Removal Centre</u></i>, Stephen Shaw, Prisons and Probation Ombudsman, November 2004</p>	
<p>3 The Home Office should increase the number of its staff who have direct operational experience in closed institutions. (recommendation 41, p114)</p>	<p><i><u>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</u></i>, Stephen Shaw, July 2018</p>	<p>The 2018 Shaw follow-up report</p>

Recommendation	Report	Reference in this Report
<p>4 The current procurement environment encourages Government and suppliers to place too much emphasis on price at the expense of quality. Tendering exercises must have an appropriate quality threshold and contracting bodies need to have sufficient understanding of the market to identify bids that are too low to enable the supplier to sustainably deliver to the required standard. (para 20, p6)</p>	<p><i><u>Strategic Suppliers: Fifty-Eighth Report of Session 2017-19</u></i>, House of Commons Committee of Public Accounts, 18 July 2018</p>	
<p>5 Government needs to step up its skill development within departments so that contracts are specified better from the outset. (para 28, p7)</p>	<p><i><u>Strategic Suppliers: Fifty-Eighth Report of Session 2017-19</u></i>, House of Commons Committee of Public Accounts, 18 July 2018</p>	
<p>The physical design and environment (see Chapter D.3 in Volume II)</p>		
<p>6 I recommend that IND pulls together the lessons on design from the Yarl's Wood experience (size, long corridors, siting of the control room, construction materials etc) and ensures that they underpin the production of any future footprints or alternative designs submitted by contractors. (recommendation 18, p383)</p>	<p><i><u>Report of the Inquiry into the Disturbance and Fire at Yarl's Wood Removal Centre</u></i>, Stephen Shaw, Prisons and Probation Ombudsman, November 2004</p>	

	Recommendation	Report	Reference in this Report
7	<p>The internet access policy should be reviewed with a view to increasing access to sites that enable detainees to pursue and support their immigration claim, to prepare for their return home, and which enable them to maximise contact with their families. This should include access to Skype and to social media sites like Facebook. (recommendation 30, p133)</p>	<p><i>Review into the Welfare in Detention of Vulnerable Persons</i>, Stephen Shaw, Cm 9186, January 2016</p>	<p>The 2016 Shaw report</p>
8	<p>Concerted action should be taken to soften the prison-like living conditions. Showers and toilets should be adequately screened, and toilets deep cleaned. Units should be well ventilated and detainees should have more control over access to fresh air. (recommendation S36, p18)</p>	<p><i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i>, HM Chief Inspector of Prisons, March 2017</p>	<p>The 2016 HMIP inspection report</p>
9	<p>Legitimate websites should be accessible, including those facilitating legal assistance, Skype and social networking. There should be effective procedures for permanently unblocking such sites. (para 4.18, p47, repeated recommendation 4.26 from 2013 HMIP inspection report)</p>	<p><i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i>, HM Chief Inspector of Prisons, March 2017</p>	<p>The 2016 HMIP inspection report</p>

	Recommendation	Report	Reference in this Report
10	The Board asks the Minister to reconsider the provision of Skype or some other form of social networking for detainees to maintain contact with their loved ones once she is satisfied with security arrangements. (p5)	<i>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2017</i> , Brook House Independent Monitoring Board, May 2018	The 2017 IMB report
11	The SMT [Senior Management Team] must design and implement as a matter of urgency purposeful and better resourced education, activities and entertainments programmes. (recommendation 17, p140)	<i>Independent Investigation into Concerns about Brook House Immigration Removal Centre</i> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report
12	No immigration detention facility should be built in future with a barely screened toilet inside a shared room, and this set-up should be upgraded in all existing facilities. (recommendation 7, p20)	<i>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</i> , Stephen Shaw, July 2018	The 2018 Shaw follow-up report
13	In future, capacity in the immigration estate should not be increased by adding extra beds to rooms designed for fewer occupants. Where this has already occurred (e.g. Campsfield House, Brook House), these extra beds should be removed, and capacity reduced or extra space created. (recommendation 8, p20)	<i>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</i> , Stephen Shaw, July 2018	The 2018 Shaw follow-up report

	Recommendation	Report	Reference in this Report
14	The SMT must resolve the issue of the inadequate cleaning of the wings ... (recommendation 23, p147)	<u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report
15	The Home Office must take a more robust approach to ensure that Immigration Removal Centre (IRC) providers maintain adequate staffing levels and resources so that sufficient activities are available to detainees. (para 57, p98)	<u>Immigration Detention: Fourteenth Report of Session 2017–19</u> , House of Commons Home Affairs Committee, HC 913, 21 March 2019	The Home Affairs Select Committee 2019 report
16	Introduce and consistently deliver a wider program of organised and purposeful activities. (p5)	<u>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2018</u> , Brook House Independent Monitoring Board, June 2019	
17	Detainees should not be locked in cells and should be allowed free movement around the centre until later in the evening. (S46, p20)	<u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</u> , HM Chief Inspector of Prisons, September 2019	The 2019 HMIP inspection report

Recommendation	Report	Reference in this Report
<p>18 Detainees should have access to legitimate websites, including those facilitating legal assistance, Skype and social networking. There should be effective and prompt procedures for unblocking such sites. (para S52, p21)</p>	<p><i><u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</u></i>, HM Chief Inspector of Prisons, September 2019</p>	<p>The 2019 HMIP inspection report</p>
<p>Detained people’s safety and experience (see Chapter D.4 in Volume II)</p>		
<p>19 I recommend that IND seeks speedily to reach agreement with the Prison Service about sharing of information with both DEPMU [Home Office Detainee Escorting and Population Management Unit] and security managers in removal centres. (recommendation 63, p337)</p>	<p><i><u>Report of the Inquiry into the Disturbance and Fire at Yarl’s Wood Removal Centre</u></i>, Stephen Shaw, Prisons and Probation Ombudsman, November 2004</p>	
<p>20 Managers should draw up and implement a policy on drug supply reduction, including clear guidance and briefing for visits staff. (para HE.43, p16)</p>	<p><i><u>Report on a Full Announced Inspection of Brook House Immigration Removal Centre, 15-19 March 2010</u></i>, HM Chief Inspector of Prisons, July 2010</p>	

Recommendation	Report	Reference in this Report
<p>21 Serco should monitor the numbers of time-served foreign national offenders detained at Yarl’s Wood, and the impact their presence has on the good order of the centre and the safety and security of others. Serco should consult regularly with the Home Office to ensure that only those who do not threaten good order, safety and security are detained at Yarl’s Wood. (recommendation 1, p27)</p>	<p><i><u>Independent Investigation into Concerns about Yarl’s Wood Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), January 2016</p>	
<p>22 The Home Office should examine its processes for carrying out detention reviews, including looking at training requirements, arrangements for signing off cases at a senior level, and auditing arrangements. (recommendation 60, p187)</p>	<p><i><u>Review into the Welfare in Detention of Vulnerable Persons</u></i>, Stephen Shaw, Cm 9186, January 2016</p>	<p>The 2016 Shaw report</p>
<p>23 As part of the examination of its own processes that I have proposed, I recommend that the Home Office consider if and what ways an independent element can be introduced into detention decision making. (recommendation 61, p187)</p>	<p><i><u>Review into the Welfare in Detention of Vulnerable Persons</u></i>, Stephen Shaw, Cm 9186, January 2016</p>	<p>The 2016 Shaw report</p>
<p>24 I recommend that the Home Office give further consideration to ways of strengthening the legal safeguards against excessive length of detention. (recommendation 62, p188)</p>	<p><i><u>Review into the Welfare in Detention of Vulnerable Persons</u></i>, Stephen Shaw, Cm 9186, January 2016</p>	<p>The 2016 Shaw report</p>

	Recommendation	Report	Reference in this Report
25	The reasons for the increasing length of detention should be analysed and appropriate remedial action taken. All casework should be progressed promptly and, if that is impossible, the detainee should be released. (para S35, p18)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016,</i> HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
26	The management of perpetrators of violence and bullying should include monitoring and challenge of poor behaviour. (para 1.18, p21)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016,</i> HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
27	Monthly progress reports should be served on time and should contain meaningful and relevant information on progress since the last report. (para 1.79, p29)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016,</i> HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
28	In consultation with the Legal Aid Agency, the centre should ensure adequate prompt access to legal advice. (para 1.66, p27)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016,</i> HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report

	Recommendation	Report	Reference in this Report
29	A drug and alcohol strategy for the centre should be established. (para 2.65, p39)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
30	All detainees should be able to access the welfare service when required. Interviews should be confidential and not interrupted by other detainees. (para 4.5, p45)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
31	Where individuals are detained, there should be a clear limit on the length of time that they can be held in immigration detention, with a presumption that they are held for the shortest possible period. (recommendation 1, p59)	<i>Locked Up, Locked Out: Health and Human Rights in Immigration Detention</i> , British Medical Association, September 2017	
32	The Home Office should no longer routinely seek to remove those who were born in the UK or have been brought up here from an early age. (recommendation 33, p90)	<i>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</i> , Stephen Shaw, July 2018	The 2018 Shaw follow-up report

	Recommendation	Report	Reference in this Report
33	The SMT must ensure that all prison files of time-served foreign national offenders are examined for relevant security information, including risk profiles, in a timely fashion. (recommendation 29, p41)	<i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report
34	G4S and the SMT should consider with the Home Office the possibility of providing the welfare team with training in immigration processes. (recommendation 33, p37)	<i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report
35	The SMT and safeguarding team should ensure that all incidents of violence and bullying at Brook House are investigated in a timely way. (recommendation 46, p42)	<i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report
36	In line with the Joint Committee on Human Rights, we urge the Government to bring an end to indefinite immigration detention and to implement a maximum 28-day time limit with immediate effect. (para 224, p73)	<i><u>Immigration Detention: Fourteenth Report of Session 2017-19</u></i> , House of Commons Home Affairs Committee, HC 913, 21 March 2019	The Home Affairs Select Committee 2019 report

	Recommendation	Report	Reference in this Report
37	Introduce a time limit for immigration detention. (p4)	<i>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2018</i> , Brook House Independent Monitoring Board, June 2019	
38	Information about the protected characteristics of all detainees should be systematically collected on arrival, with support offered where necessary. (para S49, p21)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</i> , HM Chief Inspector of Prisons, September 2019	The 2019 HMIP inspection report
39	Detainees should be routinely seen on arrival and before discharge to ensure that welfare matters are identified and addressed. (para S53, p21)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</i> , HM Chief Inspector of Prisons, September 2019	The 2019 HMIP inspection report

Recommendation	Report	Reference in this Report
<p>40 The Commissioner calls on the UK government to take steps to strengthen the overall asylum system, including by improving capacity to deliver quality decision-making on asylum decisions in a timely manner, by addressing shortcomings in the accommodation of refugees and asylum seekers, and by establishing a clear time limit for immigration detention and by making alternatives to such detention readily available and as widely applicable as possible. (para 47, p20)</p>	<p><u><i>Commissioner for Human Rights of the Council of Europe – Dunja Mijatović – Report Following Her Visit to the United Kingdom from 27 June to 1 July 2022</i></u>, Dunja Mijatović, November 2022</p>	
<p>Safeguards for vulnerable individuals (see Chapter D.5 in Volume II)</p>		
<p>41 All staff need to be trained in signs of trauma and torture as well as mental health awareness training to ensure that signs of mental health issues are not inappropriately treated as behavioural issues. Special training needs to be provided to those working in segregation unit. (p96)</p>	<p><u><i>‘A Secret Punishment’ – The Misuse of Segregation in Immigration Detention</i></u>, Medical Justice, October 2015</p>	
<p>42 I recommend that the words ‘which cannot be satisfactorily managed in detention’ are removed from the section of the EIG [Enforcement Instructions and Guidance] that covers those experiencing serious mental illness. (recommendation 11, p89)</p>	<p><u><i>Review into the Welfare in Detention of Vulnerable Persons</i></u>, Stephen Shaw, Cm 9186, January 2016</p>	<p>The 2016 Shaw report</p>

	Recommendation	Report	Reference in this Report
43	I recommend that those with a diagnosis of Post Traumatic Stress Disorder should be presumed unsuitable for detention. (recommendation 12, p90)	<u><i>Review into the Welfare in Detention of Vulnerable Persons,</i></u> Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report
44	The Home Office should consider introducing a single gatekeeper for detention. (recommendation 20, p99)	<u><i>Review into the Welfare in Detention of Vulnerable Persons,</i></u> Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report
45	I recommend that the Home Office immediately consider an alternative to the current rule 35 mechanism. This should include whether doctors independent of the IRC system (for example, Forensic Medical Examiners) would be more appropriate to conduct the assessments as well as the training implications. (recommendation 21, p106)	<u><i>Review into the Welfare in Detention of Vulnerable Persons,</i></u> Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report
46	Where a detainee claims they have been tortured, the Rule 35 report should include an assessment of PTSD [Post Traumatic Stress Disorder]. Where there is independent evidence of torture, the Home Office should only detain in very exceptional circumstances. Reasons for maintaining detention in such cases should be comprehensive. (para 1.80, p29)	<u><i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016,</i></u> HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report

	Recommendation	Report	Reference in this Report
47	The ACDT [Assessment Care in Detention and Teamwork] process should be reserved for detainees assessed as at risk of self-harm, and should not be used to monitor those who do not eat food provided by the centre. ACDT documents should identify specific triggers and daily entries should reflect interactions with detainees in crisis. (para 1.25, p22)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
48	A care suite for detainees at risk of self-harm should be established. (para 1.27, p22)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
49	All staff should have effective training in the adults at risk guidance. There should be effective multidisciplinary oversight of detainees in this group. Their vulnerability should be monitored carefully and developments communicated promptly to Home Office case workers. (para 1.33, p23)	<i>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</i> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
50	The Home Office should review its systems for raising concerns about detained individuals, including the current Rule 35 process. (recommendation 1, p59)	<i>Locked Up, Locked Out: Health and Human Rights in Immigration Detention</i> , British Medical Association, September 2017	

	Recommendation	Report	Reference in this Report
51	The Home Office and NHS England must ensure that appropriate training is provided to all IRC GPs so they are appropriately skilled to carry out Rule 35 assessments. (recommendation 4, p60)	<u><i>Locked Up, Locked Out: Health and Human Rights in Immigration Detention</i></u> , British Medical Association, September 2017	
52	The Independent Chief Inspector of Borders and Immigration should be invited to report annually to the Home Secretary on the working of the Adults at Risk process. (recommendation 14, p36)	<u><i>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</i></u> , Stephen Shaw, July 2018	The 2018 Shaw follow-up report
53	Without further delays, implement the recommendations from previous reviews and reports about the ‘Adults at risk in immigration detention’ policy (by Stephen Shaw, ICIBI [Independent Chief Inspector of Borders and Immigration] and other statutory bodies), producing a revised timetable for this work and resourcing it so that it is completed during 2021-22, or if this is not possible, by a specified later date, and including in this process related recommendations from ICIBI reports concerning Non-detained Vulnerable Adults, and Reporting and Offender Management. (para 4.1, p11)	<u><i>Second Annual Inspection of ‘Adults at Risk in Immigration Detention’, July 2020–March 2021</i></u> , Independent Chief Inspector of Borders and Immigration, October 2021	

	Recommendation	Report	Reference in this Report
54	<p>In respect of Detention and Escorting Services (DES), and in collaboration with NHS England and Scotland:</p> <p>i. Monitor and analyse the take-up of Rule 34 appointments at each IRC, to identify and address the reasons for missed appointments and using the lessons learned to inform and develop a Home Office owned IRC estate-wide approach to increasing attendance at Rule 34 appointments. (para 4.5, p11)</p>	<p><i>Second Annual Inspection of 'Adults at Risk in Immigration Detention', July 2020–March 2021</i>, Independent Chief Inspector of Borders and Immigration, October 2021</p>	

Recommendation	Report	Reference in this Report
<p>55 In respect of Medico-Legal Reports (MLRs):</p> <ul style="list-style-type: none"> i. Carry out a thorough, robust investigation into suspicions that MLRs are being systematically abused and share findings with staff and external stakeholders; ii. In consultation with key stakeholders, agree any changes in the MLR process that are supported by the evidence from the investigation of possible abuse, with the aim of ensuring that MLRs are regarded by all parties as a robust and effective means of raising concerns about vulnerable individuals; iii. In future, where a case of fraud is suspected, take urgent action to bring this to the attention of the regulatory bodies responsible for investigating professional misconduct and malpractice. (para 4.8, p12) 	<p><i>Second Annual Inspection of 'Adults at Risk in Immigration Detention', July 2020–March 2021</i>, Independent Chief Inspector of Borders and Immigration, October 2021</p>	

	Recommendation	Report	Reference in this Report
56	<p>In respect of Rule 35:</p> <ul style="list-style-type: none"> i. As a priority, roll out planned training to GPs regarding Rule 35; ii. Evaluate compliance with the two-day Home Office response time for Rule 35 reports; iii. Review the effectiveness of Rule 35(1) and (2) as safeguarding mechanisms, with the aim of ensuring their scope and use are fully understood by anyone called upon to write or assess a Rule 35 report; iv. Expand the list of the medical professionals who can complete a Rule 35 assessment to include qualified psychiatrists. (para 4.10, p13) 	<p><i>Second Annual Inspection of 'Adults at Risk in Immigration Detention', July 2020–March 2021</i>, Independent Chief Inspector of Borders and Immigration, October 2021</p>	
57	<p>As a matter of priority, commission an independent review to develop an in-depth, robust understanding of the abuse of Rule 35. It should be evidence-based and make assessments as to the prevalence, shape and impact of the abuse, with particular reference to how perceptions of abuse may impact how staff undertake their roles. It should assess the impact that abuse may have on the effectiveness of Rule 35 and make recommendations for improvement. (recommendation 1, p3)</p>	<p><i>Third Annual Inspection of 'Adults at Risk in Immigration Detention', June–September 2022</i>, Independent Chief Inspector of Borders and Immigration, January 2023</p>	

Recommendation	Report	Reference in this Report
<p>58 Within 3 months, ensure that planned training on Rule 35 for doctors draws on feedback from the Rule 35 team, and is tailored to the identified needs of doctors, to enable the production of consistent, and high quality, Rule 35 assessments and reports. (recommendation 4, p3)</p>	<p><i>Third Annual Inspection of ‘Adults at Risk in Immigration Detention’, June–September 2022</i>, Independent Chief Inspector of Borders and Immigration, January 2023</p>	
<p>59 Within 3 months, develop wider training, complemented by regular communications with healthcare, contractor and Home Office staff on the purpose and process of Rule 35, including raising awareness of the psychology of trauma. (recommendation 5, p3)</p>	<p><i>Third Annual Inspection of ‘Adults at Risk in Immigration Detention’, June–September 2022</i>, Independent Chief Inspector of Borders and Immigration, January 2023</p>	
<p>Restrictions on detained people (see Chapter D.6 in Volume II)</p>		
<p>60 The use of segregation as a form of punishment must cease. (p96)</p>	<p><i>‘A Secret Punishment’ – The Misuse of Segregation in Immigration Detention</i>, Medical Justice, October 2015</p>	
<p>61 Segregation under Rule 40 and Rule 42 should not be used for the management of vulnerable detainees in crisis or to manage self-harm or suicidal behaviour. (p3)</p>	<p><i>‘A Secret Punishment’ – The Misuse of Segregation in Immigration Detention</i>, Medical Justice, October 2015</p>	

Recommendation	Report	Reference in this Report
62	Policies and practices must be developed to ensure that challenging behaviour is not met by the use of segregation, the use of force and other disciplinary measures but, rather, is dealt with in the least restrictive and most therapeutic way possible. Segregation should only be used in exceptional circumstances, as a last resort when all other options have been exhausted and for the shortest time possible. The exceptional circumstances as well as efforts to find alternatives must be thoroughly recorded in each case. (p97)	<u><i>'A Secret Punishment' – The Misuse of Segregation in Immigration Detention,</i></u> Medical Justice, October 2015
63	Special training needs to be provided to those working in segregation unit. (p96)	<u><i>'A Secret Punishment' – The Misuse of Segregation in Immigration Detention,</i></u> Medical Justice, October 2015
64	I recommend that the Home Office consider amalgamating and modernising rules 40 and 42. (recommendation 37, p145)	<u><i>Review into the Welfare in Detention of Vulnerable Persons,</i></u> Stephen Shaw, Cm 9186, January 2016

	Recommendation	Report	Reference in this Report
65	The Home Office should review all the rule 40 and rule 42 accommodation to ensure that it is fit for purpose. All contractors should be asked for improvement plans to ensure that the name Care and Separation Unit is something more than a euphemism. (recommendation 38, p147)	<u>Review into the Welfare in Detention of Vulnerable Persons</u> , Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report
66	Detainees in the separation unit should be held in clean and fully furnished cells, and they should be able to access a full regime. (para 1.59, p26)	<u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</u> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
67	In particular, segregation units should not routinely be used as a way of managing individuals at risk of suicide, self-harm, or those experiencing a serious mental health crisis. (recommendation 2, p60)	<u>Locked Up, Locked Out: Health and Human Rights in Immigration Detention</u> , British Medical Association, September 2017	
68	Detainees in the segregation unit should be offered full access to the regime, subject to individual risk assessments. (para 1.71, p31)	<u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</u> , HM Chief Inspector of Prisons, September 2019	The 2019 HMIP inspection report

Recommendation	Report	Reference in this Report
Use of force (see Chapter D.7 in Volume II)		
<p>69 The Home Office ... should: Take ultimate responsibility for their contractors' use of force and the consequences. They should, at least in part, be held legally liable for any assault inflicted by a company or individual contracted by them to enforce their policy and decisions. (p4)</p>	<p><i>Outsourcing Abuse: The Use and Misuse of State-Sanctioned Force During the Detention and Removal of Asylum Seekers</i>, Birnberg Peirce & Partners, Medical Justice and the National Coalition of Anti-Deportation Campaign, July 2008</p>	
<p>70 The Home Office ... should: ... Impose sanctions against companies whose staff commit assaults, such as revoking of licences, imposing fines, removing contracts or imposing penalties on bidding for future contracts. When any such necessary steps are taken, they should be reported publicly. (p4)</p>	<p><i>Outsourcing Abuse: The Use and Misuse of State-Sanctioned Force During the Detention and Removal of Asylum Seekers</i>, Birnberg Peirce & Partners, Medical Justice and the National Coalition of Anti-Deportation Campaign, July 2008</p>	
<p>71 All planned uses of force should be filmed, and the film retained for a reasonable fixed period. (para 7.47, p62)</p>	<p><i>Report on a Full Announced Inspection of Brook House Immigration Removal Centre, 15-19 March 2010</i>, HM Chief Inspector of Prisons, July 2010</p>	
<p>72 The Home Office should examine the role body-worn cameras might play in providing additional safeguards in the removals context. (p60)</p>	<p><i>Report of the Independent Advisory Panel on Non-Compliance Management</i>, Independent Advisory Panel on Non-Compliance Management, March 2014</p>	

	Recommendation	Report	Reference in this Report
73	The Home Office should develop and implement a governance structure reflecting the minimum requirements set out in this report. (p61)	<i>Report of the Independent Advisory Panel on Non-Compliance Management,</i> Independent Advisory Panel on Non-Compliance Management, March 2014	
74	The immigration removals contractor should be required to adopt a use of force minimisation strategy. (p61)	<i>Report of the Independent Advisory Panel on Non-Compliance Management,</i> Independent Advisory Panel on Non-Compliance Management, March 2014	
75	The Board recommends that MoJ [Ministry of Justice] commissions a cross-departmental review of behaviour management policy and practice in STCs [Secure Training Centres], across the wider youth justice system and beyond to other sectors. The purpose of the review should be to produce a coherent policy on risk, restraint and behaviour management across government that proactively drives the best interest of the child and promote interventions that are proportionate to the risks presented by the behaviour rather than the setting in which the behaviour occurs. (recommendation 13, p50)	<i>Medway Improvement Board: Final Report of the Board's Advice to Secretary of State for Justice,</i> Dr Gary Holden, Bernard Allen, Sharon Gray and Emily Thomas, Medway Improvement Board, 30 March 2016	

	Recommendation	Report	Reference in this Report
76	All use of force should be necessary, proportionate and competently applied. (para 1.58, p26)	<u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</u> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
77	The Home Office should roll out the use of body worn cameras to all IRCs and robustly monitor their use. (recommendation 40, p112)	<u>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</u> , Stephen Shaw, July 2018	The 2018 Shaw follow-up report
78	The SMT should ensure staff have time for debriefing and reflecting about serious incidents in which they have been involved and an opportunity to learn from them. (recommendation 5, p93)	<u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report
79	The SMT must ensure regular and timely review of all use-of-force incidents by appropriately trained staff and that regular meetings take place, involving the SMT, dedicated to considering matters arising from use-of-force incidents and to ensuring that any concerns are addressed. (recommendation 50, p209)	<u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report

Recommendation	Report	Reference in this Report
<p>80 An in-depth review of use of force should be conducted to ensure that such incidents are minimised in line with the level used in other immigration removal centres. (para 1.70, p31)</p>	<p><i><u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</u></i>, HM Chief Inspector of Prisons, September 2019</p>	<p>The 2019 HMIP inspection report</p>
<p>81 ... the CPT [European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment] recommends that the terms of Prison Service Instruction 04/2017 should be amended to make it mandatory for BWVCs [body worn video cameras] to be issued, worn and turned on by all prison staff who may have to use force against prisoners and non-compliance with this obligation (in the absence of an explanation of exceptional circumstances) should be treated as a disciplinary offence ... (para 58, p29)</p>	<p><i><u>Report to the United Kingdom Government on the Visit to the United Kingdom Carried Out by the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT) from 13 to 23 May 2019</u></i>, European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment, 30 April 2020</p>	
<p>Healthcare (see Chapter D.8 in Volume II)</p>		
<p>82 All health care staff should be trained in the recognition and treatment of victims of torture. (para 5.44, p48)</p>	<p><i><u>Report on a Full Announced Inspection of Brook House Immigration Removal Centre, 15-19 March 2010</u></i>, HM Chief Inspector of Prisons, July 2010</p>	

	Recommendation	Report	Reference in this Report
83	Mechanisms need to be established for improving the working relationship with external stakeholders in order to make use of experiences, suggestions and actions that will promote the mental welfare of detainees. (recommendation 11, para 4.13)	<u>Review of Mental Health Issues in Immigration Removal Centres</u> , Dr David Lawlor, Dr Mannie Sher and Dr Milena Stateva, 9 February 2015	
84	I note that DSO [Detention Services Order] 03/2013 on food and fluid refusal is currently the subject of internal review within the Home Office. I recommend that the review consider alternatives to treatment within a prison or IRC in light of my discussion of this issue. (recommendation 24, p194)	<u>Review into the Welfare in Detention of Vulnerable Persons</u> , Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report
85	The Home Office and NHS England should conduct a clinical assessment of the level and nature of mental health concerns in the immigration detention estate. (recommendation 55, p180)	<u>Review into the Welfare in Detention of Vulnerable Persons</u> , Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report
86	I recommend that talking therapies become an intrinsic part of healthcare provision in immigration detention. (recommendation 57, p181)	<u>Review into the Welfare in Detention of Vulnerable Persons</u> , Stephen Shaw, Cm 9186, January 2016	The 2016 Shaw report

	Recommendation	Report	Reference in this Report
87	A health needs assessment should be carried out and a centre health and well-being strategy should be developed. (para 2.40, p36)	<u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 31 October–11 November 2016</u> , HM Chief Inspector of Prisons, March 2017	The 2016 HMIP inspection report
88	Problems with recruitment and retention across the IRC workforce must be addressed in order to prevent staff shortages negatively affecting the health and wellbeing of detained individuals. (recommendation 3, p60)	<u>Locked Up, Locked Out: Health and Human Rights in Immigration Detention</u> , British Medical Association, September 2017	
89	Doctors should never be involved in disciplinary or non-therapeutic activities within IRCs. (recommendation 5, p61)	<u>Locked Up, Locked Out: Health and Human Rights in Immigration Detention</u> , British Medical Association, September 2017	
90	A best practice forum should be established across IRC healthcare providers. (recommendation 16, p56)	<u>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</u> , Stephen Shaw, July 2018	The 2018 Shaw follow-up report
91	Healthcare and G4S management should ensure that nurses involved in control and restraint understand their role and responsibilities. This should be as part of their induction and refreshed yearly. (recommendation 43, p38)	<u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u> , Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018	The 2018 Verita report

	Recommendation	Report	Reference in this Report
92	To G4S Health Services Ltd: ... Staff recruitment and retention to be kept as a priority. (p5)	<u>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2018</u> , Brook House Independent Monitoring Board, June 2019	
93	There should be regular training for all Home Office and healthcare staff on early indicators of mental health conditions and the circumstances in which capacity assessments should be triggered. This should be linked to safeguarding training ... (para 9, p19)	<u>Detention of People with Mental Disorders in Immigration Removal Centres (IRCs)</u> , Royal College of Psychiatrists, April 2021	
94	Review the purpose and use of the Part C process, including clarifying and confirming the roles and responsibilities of Home Office staff and suppliers and the value of enabling Part Cs to be attached to electronic healthcare records. (para 4.6.i, p12)	<u>Second Annual Inspection of 'Adults at Risk in Immigration Detention', July 2020–March 2021</u> , Independent Chief Inspector of Borders and Immigration, October 2021	
Staffing and culture (see Chapter D.9 in Volume II)			
95	I recommend that GSL [Global Solutions Ltd (predecessor to G4S at Brook House)] reviews its staff training in respect of handling and defusing confrontation. (recommendation 38, p385)	<u>Report of the Inquiry into the Disturbance and Fire at Yarl's Wood Removal Centre</u> , Stephen Shaw, Prisons and Probation Ombudsman, November 2004	

	Recommendation	Report	Reference in this Report
96	I recommend that GSL reviews its management training to emphasise the need for managers to be visible, accessible and responsive. (p293)	<u><i>Report of the Inquiry into the Disturbance and Fire at Yarl's Wood Removal Centre</i></u> , Stephen Shaw, Prisons and Probation Ombudsman, November 2004	
97	I recommend that GSL reorganises its ITC [Initial Training Course] to ensure that race relations training informs the whole of the course. (recommendation 7, p107)	<u><i>Inquiry into Allegations of Racism and Mistreatment of Detainees at Oakington Immigration Reception Centre and While Under Escort</i></u> , Stephen Shaw, Prisons and Probation Ombudsman, July 2005	The 2005 Shaw report
98	I recommend that GSL develops a training package for newly promoted managers which should cover amongst other things leadership, giving positive and negative feedback, and effective supervision of staff. (recommendation 15, p108)	<u><i>Inquiry into Allegations of Racism and Mistreatment of Detainees at Oakington Immigration Reception Centre and While Under Escort</i></u> , Stephen Shaw, Prisons and Probation Ombudsman, July 2005	The 2005 Shaw report
99	Alongside the contractors, I recommend IND considers establishing a zero-tolerance campaign across the detention estate, with appropriate posters and literature, to remind staff of the expected standards of conduct. (recommendation 20, p108)	<u><i>Inquiry into Allegations of Racism and Mistreatment of Detainees at Oakington Immigration Reception Centre and While Under Escort</i></u> , Stephen Shaw, Prisons and Probation Ombudsman, July 2005	The 2005 Shaw report

Recommendation	Report	Reference in this Report
<p>100 Detainee custody officers should be supported to develop positive relationships with detainees in their care, and all new and inexperienced staff should have mentors as part of a formal mentoring scheme. (para 10.6, p75)</p>	<p><i><u>Report on a Full Announced Inspection of Brook House Immigration Removal Centre, 15-19 March 2010</u></i>, HM Chief Inspector of Prisons, July 2010</p>	
<p>101 The Home Office should ensure that the behaviour management elements of the NOMS [National Offender Management Service] training are consistent with the initial training for DCOs. [Detention Custody Officers] (p60)</p>	<p><i><u>Report of the Independent Advisory Panel on Non-Compliance Management</u></i>, Independent Advisory Panel on Non-Compliance Management, March 2014</p>	
<p>102 Managers at Yarl’s Wood should put in place a programme of organisational development work involving all staff, to develop a clearer and better shared understanding of the centre’s mission, role and purpose, and the cultures and arrangements, including staffing arrangements, that will ensure the appropriate care of Yarl’s Wood’s residents. Such a programme should allow staff to share their insights and engage them in devising plans for how the centre will be managed in the best interests of residents and staff. (recommendation 5, p72)</p>	<p><i><u>Independent Investigation into Concerns about Yarl’s Wood Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), January 2016</p>	

Recommendation	Report	Reference in this Report
<p>103 Managers undertaking the current review of staffing should rectify the problems with management capacity. (recommendation 10, p111)</p>	<p><i><u>Independent Investigation into Concerns about Yarl’s Wood Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), January 2016</p>	
<p>104 The new governance structure should redefine lines of responsibility for all managers and include ... stronger appraisal and supervision arrangements so that the work of all staff members is rigorously supervised, particularly those in middle management positions (i.e. those currently in DOM [Detention Operations Manager], RSM [Residential Service Manager] and Team Leader positions) and that these staff members benefit from relevant ongoing training and continued professional development in childcare, behavioural management and supervision. (recommendation 4, p27)</p>	<p><i><u>Medway Improvement Board: Final Report of the Board’s Advice to Secretary of State for Justice</u></i>, Dr Gary Holden, Bernard Allen, Sharon Gray and Emily Thomas, Medway Improvement Board, 30 March 2016</p>	
<p>105 Mental health awareness training should be mandatory for all new IRC staff as part of their induction and all staff should have mandatory annual update training. (p5)</p>	<p><i><u>Immigration Removal Centres in England: A Mental Health Needs Analysis</u></i>, Dr Graham Durcan, Jessica Stubbs and Dr Jed Boardman, Centre for Mental Health, January 2017</p>	

Recommendation	Report	Reference in this Report
<p>106 We recommend that public sector employers should identify employees at higher risk of stress or trauma and produce a national framework which coordinates support for these employees and establishes clear accountability for their mental health. (para 20, p10)</p>	<p><i>Thriving at Work: The Stevenson / Farmer Review of Mental Health and Employers</i>, Dennis Stevenson and Paul Farmer, October 2017</p>	
<p>107 Advanced mental health training for staff who interact with vulnerable detainees. (p5; repeated in 2018 and 2019)</p>	<p><i>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2017</i>, Brook House Independent Monitoring Board, May 2018</p>	<p>The 2017 IMB report</p>
<p>108 Require increase in staffing levels in future contracts to ensure greater presence of operational staff and managers on detainee wings. (p5)</p>	<p><i>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2017</i>, Brook House Independent Monitoring Board, May 2018</p>	<p>The 2017 IMB report</p>
<p>109 Staff recruitment and retention to be kept as a priority. (p5)</p>	<p><i>Annual Report of the Independent Monitoring Board at Brook House IRC for Reporting Year 2017</i>, Brook House Independent Monitoring Board, May 2018</p>	<p>The 2017 IMB report</p>
<p>110 I recommend that IRC staff who have regular contact with detainees should receive mandatory safer detention training on an annual basis. (recommendation 36, p98)</p>	<p><i>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</i>, Stephen Shaw, July 2018</p>	<p>The 2018 Shaw follow-up report</p>

Recommendation	Report	Reference in this Report
<p>111 The SMT should be more present in the centre and should consider how they can better engage with staff. (recommendation 1, p77)</p>	<p><i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>
<p>112 The SMT must ensure that DCMs [Detention Custody Managers] are given adequate training to fulfil the tasks and responsibilities of their role. (recommendation 2, p86)</p>	<p><i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>
<p>113 G4S managers should undertake a comprehensive review of matters affecting staff retention at Brook House including remuneration, shift patterns and working hours and G4S needs to develop plans to address the matters arising from such a review. (recommendation 7, p38)</p>	<p><i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>
<p>114 The SMT should ensure that staff dealing regularly with detainees with mental health problems or with drugs or other substance misuse issues receive specialist training. (recommendation 15, p37)</p>	<p><i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>

Recommendation	Report	Reference in this Report
<p>115 The safeguarding team should survey staff at Brook House regularly to ascertain their experience of and perspective on violence and bullying and its causes. (recommendation 48, p36)</p>	<p><i><u>Independent Investigation into Concerns about Brook House Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>
<p>Complaints and whistleblowing (see Chapter D.10 in Volume II)</p>		
<p>116 I recommend that the whistleblowing policy be ‘talked up’ during initial training and further endorsed during subsequent training. (recommendation 13, p107)</p>	<p><i><u>Inquiry into Allegations of Racism and Mistreatment of Detainees at Oakington Immigration Reception Centre and While Under Escort</u></i>, Stephen Shaw, Prisons and Probation Ombudsman, July 2005</p>	<p>The 2005 Shaw report</p>
<p>117 Managers should undertake a review of present local policies and arrangements for whistleblowing and reporting matters of concern. They should devise policies and arrangements that are easily understood by staff, command the confidence of staff and encourage and support them to report colleagues whose behaviours are inappropriate or below standard. (recommendation 8, p28)</p>	<p><i><u>Independent Investigation into Concerns about Yarl’s Wood Immigration Removal Centre</u></i>, Ms Kate Lampard and Mr Ed Marsden (Verita), January 2016</p>	

Recommendation	Report	Reference in this Report
<p>118 Policy for whistle-blowing and acting on information received from whistle-blowers needs to be redeveloped in both YJB [Youth Justice Board] and within the STC [Secure Training Centre] and it must ensure that whistle-blowers feel supported and listened to. (recommendation 10, p43)</p>	<p><i>Medway Improvement Board: Final Report of the Board's Advice to Secretary of State for Justice</i>, Dr Gary Holden, Bernard Allen, Sharon Gray and Emily Thomas, Medway Improvement Board, 30 March 2016</p>	
<p>119 All whistle-blowing communication must be made available to the Governing Board on a monthly basis. (recommendation 11, p43)</p>	<p><i>Medway Improvement Board: Final Report of the Board's Advice to Secretary of State for Justice</i>, Dr Gary Holden, Bernard Allen, Sharon Gray and Emily Thomas, Medway Improvement Board, 30 March 2016</p>	
<p>120 The SMT and G4S managers should review the policy and arrangements for raising concerns and their own handling of such matters to ensure that they encourage and support staff to report wrongdoing or misconduct or inappropriate behaviour by colleagues and managers. (recommendation 51, p227)</p>	<p><i>Independent Investigation into Concerns about Brook House Immigration Removal Centre</i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>
<p>121 The SMT should ensure that a single log is kept of all allegations or instances of misconduct by staff and the actions taken in respect of them. (recommendation 52, p228)</p>	<p><i>Independent Investigation into Concerns about Brook House Immigration Removal Centre</i>, Ms Kate Lampard and Mr Ed Marsden (Verita), October 2018</p>	<p>The 2018 Verita report</p>

Recommendation	Report	Reference in this Report
<p>122 The Home Office must take immediate steps to ensure that all IRCs have robust and effective whistleblowing procedures in place which IRC staff and detainees can use with complete confidence, knowing that they will be fully protected. IRC managers should ensure that both staff and detainees are regularly made aware of the whistleblowing procedures, providing clear written and verbal explanations of what the policy is for, with user friendly whistleblowing toolkits and publicity made available across the IRC. Staff and detainees should also be given explicit reassurance that they would be supported if they raised concerns about any wrongdoing or misconduct they witnessed. Failure to do so may result in further abuses across the immigration detention estate. (para 256, p82)</p>	<p><i><u>Immigration Detention: Fourteenth Report of Session 2017–19</u></i>, House of Commons Home Affairs Committee, HC 913, 21 March 2019</p>	<p>The Home Affairs Select Committee 2019 report</p>
<p>123 Managers should investigate and address the reasons for detainees' low confidence in the complaints system. (para S48, p54)</p>	<p><i><u>Report on an Unannounced Inspection of Brook House Immigration Removal Centre, 20 May–7 June 2019</u></i>, HM Chief Inspector of Prisons, September 2019</p>	<p>The 2019 HMIP inspection report</p>

Recommendation	Report	Reference in this Report
<p>124 The Home Secretary should commission an urgent review of the BICS [Borders, Immigration and Citizenship System] complaints procedure. Options could include establishing an Independent Case Examiner as a mechanism for immigration and nationality applicants to have their complaints reviewed independently of the department. (recommendation 20, p147)</p>	<p><i>Windrush Lessons Learned Review</i>, Wendy Williams, March 2020</p>	
<p>Inspection and monitoring (see Chapter D.11 in Volume II)</p>		
<p>125 There should be a system of independent oversight for the operation of detention custody officers (DCOs) and immigration escorts. (p4)</p>	<p><i>Outsourcing Abuse: The Use and Misuse of State-Sanctioned Force During the Detention and Removal of Asylum Seekers</i>, Birnberg Peirce & Partners, Medical Justice and the National Coalition of Anti-Deportation Campaign, July 2008</p>	
<p>126 Independent Monitoring Boards should ... work transparently and engage with visitors groups. (p5)</p>	<p><i>Outsourcing Abuse: The Use and Misuse of State-Sanctioned Force During the Detention and Removal of Asylum Seekers</i>, Birnberg Peirce & Partners, Medical Justice and the National Coalition of Anti-Deportation Campaign, July 2008</p>	

Recommendation	Report	Reference in this Report
<p>127 I recommend that the Home Office consider if the inspection arrangements for IRCs can ensure the involvement of the ICI [Independent Chief Inspector of Borders and Immigration]. (recommendation 43, p196)</p>	<p><i><u>Review into the Welfare in Detention of Vulnerable Persons</u></i>, Stephen Shaw, Cm 9186, January 2016</p>	<p>The 2016 Shaw report</p>
<p>128 The Home Office should review with the Ministry of Justice the resource allocated to each IMB [Independent Monitoring Board] in the immigration detention estate. (recommendation 39, p126)</p>	<p><i><u>Assessment of Government Progress in Implementing the Report on the Welfare in Detention of Vulnerable Persons</u></i>, Stephen Shaw, July 2018</p>	<p>The 2018 Shaw follow-up report</p>
<p>129 The Subcommittee recommends that the authorities of the United Kingdom review the statutes of the Independent Monitoring Boards and the lay observers to ensure their full independence and to prevent actual or potential conflicts of interest in their roles within the national preventive mechanism. (para 41)</p>	<p><i><u>Visit to the United Kingdom of Great Britain and Northern Ireland Undertaken from 9 to 18 September 2019: Recommendations and Observations Addressed to the State Party</u></i>, Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 26 February 2020</p>	

Recommendation	Report	Reference in this Report
<p>130 The Subcommittee recommends that NPM [National Preventive Mechanism] of UK take steps to enhance its cooperation and channels of communication with CSOs [civil society organisations], for example through an annual forum or other avenues, and strive to maintain a proactive dialogue with the civil society. Regarding concerns expressed by the NPM, the Subcommittee recommends that the NPM involve NGOs [non-governmental organisations] in its work in a transparent manner and strictly from the perspective of prevention of torture. (para 77, p12)</p>	<p><i>Visit to the United Kingdom of Great Britain and Northern Ireland Undertaken from 9 to 18 September 2019: Recommendations and Observations Addressed to the National Preventive Mechanism,</i> Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 26 February 2020</p>	
<p>131 Despite the inherited complex nature of the NPM, the SPT [Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment] recommends that the NPM take proactive steps aiming at transforming itself into a more cohesive preventive body. (para 109, p16)</p>	<p><i>Visit to the United Kingdom of Great Britain and Northern Ireland Undertaken from 9 to 18 September 2019: Recommendations and Observations Addressed to the National Preventive Mechanism,</i> Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 26 February 2020</p>	

Recommendation	Report	Reference in this Report
<p>132 The Home Secretary should introduce a Migrants' Commissioner responsible for speaking up for migrants and those affected by the system directly or indirectly. The commissioner would have a responsibility to engage with migrants and communities, and be an advocate for individuals as a means of identifying any systemic concerns and working with the government and the Independent Chief Inspector of Borders and Immigration to address them. (recommendation 9, p142)</p>	<p><i>Windrush Lessons Learned Review</i>, Wendy Williams, March 2020</p>	
<p>133 The Home Office should establish a central repository for collating, sharing and overseeing responses and activity resulting from external and internal reports and recommendations, and adverse case decisions. This will make sure lessons and improvements are disseminated across the organisation and inform policy-making and operational practice. (recommendation 16, p145)</p>	<p><i>Windrush Lessons Learned Review</i>, Wendy Williams, March 2020</p>	

Recommendation	Report	Reference in this Report
<p>134 It recommends that the authorities of the United Kingdom take such steps as may be necessary to ensure that the NPM [National Preventive Mechanism] is fully in compliance with OPCAT [Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment] requirements, notably the requirement for statutory recognition of the NPM. (para 8, p12)</p>	<p><i><u>Report to the United Kingdom Government on the Visit to the United Kingdom Carried Out by the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT) from 13 to 23 May 2019,</u></i> European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment, 30 April 2020</p>	
<p>135 Senior civil servants in the Home Office must promote a genuine learning culture that actively seeks to act on the evidence of system failures. (recommendation 28, p43)</p>	<p><i><u>Beyond Belief: How the Home Office Fails Survivors of Torture at the Asylum Interview,</u></i> Freedom From Torture, 16 June 2020</p>	

Appendix 5:

Glossary of terms and abbreviations

Terms and abbreviations	Explanation
ACO	Assistant Custody Officer
Adults at Risk	The Home Office's statutory guidance Adults at Risk in Immigration Detention (Adults at Risk policy) specifies the matters to be taken into account in accordance with Section 59 of the Immigration Act 2016 when determining the detention of vulnerable people
Assessment Care in Detention and Teamwork (ACDT)	Detention Services Order 01/2022: Assessment Care in Detention and Teamwork (ACDT) (ACDT DSO) provides mandatory operational guidance for all Home Office, centre supplier and healthcare staff working in immigration removal centres, implementing <i>"a holistic approach to self harm and suicide prevention within the broader context of decency and safety"</i>
Association	Time when detained people are out of their cells and able to socialise with one another
Bail for Immigration Detainees (BID)	A charity that provides advice and assistance to people in immigration detention
BMA	British Medical Association
Body worn cameras (BWC)	Cameras worn on the body in an overt capacity by a user for the primary purpose of recording video and audio material
Canteen	Term used to describe the shop where detained people can purchase goods. Sometimes used to refer to the goods themselves

Terms and abbreviations	Explanation
Care Quality Commission (CQC)	The independent regulator of health and social care in England
Care and Separation Unit (CSU)	Sometimes referred to as a ‘segregation unit’ or ‘separation unit’, located within E Wing or Eden Wing, behind a steel gate and containing a further six cells
Case studies	Dr James Hard, the Inquiry’s medical expert, in preparing his two written reports for the Inquiry, reviewed in detail the available contemporaneous documents in relation to five individuals who were detained at Brook House during the relevant period (D687, D720, D1527, D1538 and D1914)
CCTV	Closed-circuit television
Compliance Team	On-site Home Office team responsible for monitoring the contract to manage Brook House
Constant watch	Takes place when the risk of suicide is deemed high and so the detained person is directly observed by specific officers for 24 hours a day
Control and Restraint (C&R)	The practice of the techniques described in the Use of Force Training Manual. Basic C&R techniques are used by a team of three officers (with the option of having another person involved to control the legs) in order to manage a violent or refractory detained person
CPT	European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment
DCM	Detention Custody Manager
DCO	Detention Custody Officer
Detention services orders (DSOs)	Instructions outlining procedures to be followed by staff from the Home Office and its contractors
DEPMU	Home Office Detainee Escorting and Population Management Unit

Terms and abbreviations	Explanation
DES	Home Office Detention and Escorting Services (known as Detention Services from around April 2023)
DESAAT	Home Office Detention and Escorting Services Audit and Assurance Team
Detention Centre Rules 2001 (the Rules)	Secondary (ie delegated) legislation made under the Immigration and Asylum Act 1999, governing the operation and management of immigration removal centres
DOM	Detention Operations Manager
DSOS	Detention Services Operating Standards
Duty Director	The on-call member of the Senior Management Team (SMT, see below) responsible for the management of Brook House on a particular shift
Duty Manager	The Detention Custody Manager (DCM) in charge on a particular shift. Also known as the designated 'Oscar 1' (see below)
EASS	Equality Advisory and Support Service
Eden or E Wing	A smaller wing within Brook House, with 13 cells. It was used to accommodate people who were segregated under Rule 40 or Rule 42, and also used to house detained people during their first and last nights at Brook House, those at high risk of self-harm, those with medical or mental health concerns, and those with a particular vulnerability. See also the Care and Separation Unit (CSU) above
EU citizen	A citizen of the member states of the European Union
European Convention on Human Rights (ECHR)	The Convention for the Protection of Human Rights and Fundamental Freedoms (often referred to as the European Convention on Human Rights) protects basic rights and freedoms, including, for example, a prohibition of torture and cruel, inhuman and degrading treatment (Article 3)

Terms and abbreviations	Explanation
Forward Trust	A substance misuse charity, known as RAPt (Rehabilitation for Addicted Prisoners Trust) prior to 2017
G4S Care and Justice Services (UK) Ltd (G4S)	The contractor managing Brook House in the relevant period
G4S Health Services (UK) Ltd	A provider of healthcare services at Brook House during the relevant period
Gatwick Detainees Welfare Group (GDWG)	A charity that offers emotional and practical support to detained people at Brook House via visits from Volunteer Visitors and support and advocacy by Advocacy Coordinators
Gatwick IRCs	Brook House and Tinsley House (another immigration removal centre nearby, opened in 1996) are collectively referred to as ‘Gatwick IRCs’
Global Solutions Ltd (GSL)	The predecessor to G4S at Brook House
HM Inspectorate of Prisons (HMIP)	An independent inspectorate that inspects and reports on conditions for, and treatment of, those in immigration removal centres, as well as in other institutions such as prisons and young offender institutions
Home Office Detention Gatekeeper	A Home Office official who reviews the suitability of individuals for detention
Immigration detention estate	All immigration removal centres in the UK
Immigration removal centre (IRC)	Detention centres at which people are detained, typically in order to effect their removal from the country, to establish their identity or the basis of their claim to live in the UK, or because there is reason to believe that they will fail to comply with the conditions attached to a grant of immigration bail

Terms and abbreviations	Explanation
Immigration removal centre (IRC) contractors	Private companies, such as G4S, contracted to manage immigration removal centres
Incident report	A report used for 'reportable incidents', including assaults, escapes, suicides and full searches. They should include the category of incident, the location, any injuries sustained, detained people involved and staff witnesses. They should also include incident statements from staff witnesses and be passed to Oscar 1, the Duty Director and then to Security for comments, before being sent to the Home Office
Independent Chief Inspector of Borders and Immigration (ICIBI)	A government-appointed official responsible for providing independent scrutiny of the UK's border and immigration functions (established by section 48 of the UK Borders Act 2007, as amended)
Independent Monitoring Board (IMB)	Volunteers monitoring the welfare of those detained in prisons and immigration detention facilities
IS91	A written form which allows a person to be kept in immigration detention under the powers of the Immigration Act 1971. It must be served on every detained person, including children, at the time of their initial detention
ITC	Initial Training Course
KPI	Key performance indicator
National Audit Office (NAO)	A Parliamentary body that scrutinises public spending by central government departments, government agencies and non-departmental public bodies
National Preventive Mechanism (NPM)	21 statutory bodies are members of the UK NPM, set up under the OPCAT (see below) to prevent inhuman treatment in places of detention
Non-governmental organisation (NGO)	An organisation independent of government, typically non-profit making

Terms and abbreviations	Explanation
Nursing and Midwifery Council (NMC)	Independent regulator for nurses and midwives in the UK, and nursing associates in England
Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT)	Treaty that supplements the 1984 United Nations Convention against Torture and establishes an international inspection system for places of detention
Oscar 1 / Oscar 2	Operational manager(s) on duty
Pain compliance	The deliberate use of pain-inducing techniques (PIT, see below) during restraint to gain control of the individual being restrained
Part C	Part of the IS91 form (see above) which primarily relates to the risk detained people pose to others
Personal Protective Equipment (PPE)	PPE is described in Prison Service Order 1600: Use of Force as: <i>“Short shield / mini shield (may be carried by the number 1)[;] Helmets[;] Shin / knee guards[;] Forearm guards[;] Gloves[;] and Flame retardant overalls (if required)”</i>
PIT	Pain-inducing technique
Post-traumatic stress disorder (PTSD)	An anxiety disorder caused by very stressful, frightening or distressing events
Practice Plus Group (PPG)	Contractor providing healthcare services at Brook House since September 2021
Prisonisation	The treatment of a non-prison setting as, effectively, a prison, with detained people treated as criminal and dangerous
Prisons and Probation Ombudsman (PPO)	Appointed by the Secretary of State for Justice to act as an independent adjudicator for complaints (including from individuals detained under immigration powers) and to conduct investigations into deaths in custody

Terms and abbreviations	Explanation
Prison service orders (PSOs)	Policy and guidance for prison and probation professionals (replaced in 2010 by prison service instructions (PSIs))
PSU	Professional Standards Unit at Home Office
Relevant period	For the purposes of this Inquiry, as set out in the Terms of Reference: 1 April 2017 to 31 August 2017
RGN	Registered General Nurse
RMN	Registered Mental Health Nurse
Rule 3	<p>Rule within the Detention Centre Rules 2001.</p> <p>Rule 3(1) provides that the <i>“purpose of detention centres shall be to provide for the secure but humane accommodation of detained persons in a relaxed regime with as much freedom of movement and association as possible, consistent with maintaining a safe and secure environment, and to encourage and assist detained persons to make the most productive use of their time, while respecting in particular their dignity and the right to individual expression”</i></p> <p>Rule 3(2) requires that <i>“due recognition will be given at detention centres to the need for awareness of the particular anxieties to which detained persons may be subject and the sensitivity that this will require, especially when handling issues of cultural diversity”</i></p>
Rule 34	Rule within the Detention Centre Rules 2001 that every detained person should be medically examined by a GP within 24 hours of their arrival at a detention centre
Rule 35	Rule within the Detention Centre Rules 2001 by which vulnerable people are brought to the attention of those responsible for making decisions on continuing detention

Terms and abbreviations	Explanation
Rule 40	Removal from Association (Rule 40) is a mechanism under the Detention Centre Rules 2001 that allows for the segregation of detained people
Rule 42	Temporary Confinement (Rule 42) is a mechanism under the Detention Centre Rules 2001 that allows for the segregation of detained people
Security Information Report (SIR)	Reports written by any member of staff who has information that is relevant to the safety and security of the immigration detention estate, collated by the Security Department at Brook House
Senior Management Team (SMT)	Senior staff who were functional heads responsible for their own department(s) and teams
Serco Group PLC (Serco)	The contractor managing Brook House from May 2020 onwards
Speak Out	G4S's whistleblowing mechanism
Speak Up	Serco's whistleblowing mechanism
Spice	Synthetic cannabis, also referred to as a new psychoactive substance
SPT	United Nations Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
Tascor	A contractor that provided escorting of detained people and related services to the Home Office
Time served foreign national offender (TSFNO)	A foreign national who has served a sentence in a UK prison having been convicted of a criminal offence, and is due to be deported as a result
UCPI	Undercover Policing Inquiry
Wings	A, B, C, D and E wings: Residential wings at Brook House (ie Arun, Beck, Clyde, Dove and Eden; or sometimes Alpha, Bravo, Charlie, Delta and Echo wings)

Appendix 6:

List of footage discussed in Part C

1. The following is a list of footage relating to incidents discussed in Part C in Volume I for ease of reference, as it is important that this Report is read alongside this key evidence in order for my findings to be fully understood and to be put into their proper context. Further footage may be viewed on the Inquiry's [YouTube page](#).

Chapter C.2: D1234 on 28 March 2017

1. [CJS0073730 \[Disk 23 S1940003\]](#)
2. [CJS0073731 \[Disk 23 S1940004\]](#)
3. [CJS0073732 \[Disk 24 28 March 2017\]](#)
4. [CJS0073729 \[Disk 23 S1940002\]](#)

Chapter C.3: D2416 on 11 April 2017

5. [CJS0074115 UOF 88 17 BWC](#)

Chapter C.4: D1527 in April and May 2017

6. [KENCOV1012 - V2017050400026](#)
7. [KENCOV1012 - V2017050400028](#)
8. [KENCOV1014 - V2017050800017](#)
9. [Day 2 AM 24 November 2021 00:34:29-00:53:24 \(KENCOV1007 - V2017042500020 08:47-26:36\)](#)
10. [Day 2 AM 24 November 2021 00:53:55-01:23:53 \(KENCOV1007 - V2017042500021\)](#)
11. [KENCOV1015 - V2017050900018](#)
12. [Day 2 AM 24 November 2021 3:01:52-3:24:08 \(KENCOV1012 - V201705040021 17:45 - V201705040022 09:08\)](#)
13. [KENCOV1012 - V2101705040022 clip 1](#)

14. [KENCOV1012 - V201705040022 clip 2](#)
15. [Disk 41 5 May 2017 1727](#)

Chapter C.5: D687 on 13 May 2017

16. [KENCOV1016 - V2017051300011](#)

Chapter C.6: D1914 on 27 May 2017

17. [KENCOV1025 - V2017052700011](#)
18. [KENCOV1025 - V2017052700012](#)
19. [KENCOV1025 - V2017052700019](#)
20. [KENCOV1025 - V2017052700020\(a\)](#)
21. [Disk 50 UOF 134.17 cam 3](#)
22. [Day 8 PM 2 December 2021 00:20:46-00:22:34 \(Disk 50 UOF 134.17 cam 2\)](#)
23. [Day 8 AM 2 December 2021 03:11:15-03:17:53 \(Disk 50 UOF 134.17 cam 3\)](#)

Chapter C.7: D149 on 31 May 2017

24. [KENCOV1027 - V2017053100010](#)
25. [CJS0073778 \[Disk 52 UOF 135 17 BWC\]](#)
26. [CJS0074114 \[Disk 53 S2120002\]](#)
27. [CJS0074062 \[Disk 53 S2120003\]](#)
28. [KENCOV1027 - V2017053100016](#)
29. [KENCOV1028 - V2017060100017 clip 1](#)

Chapter C.8: D390 and D1851 on 5 June 2017

30. [CJS0073856 Recorded Briefing: ACTIVE 33225385_1](#)
31. [CJS0074063 UOF 137.17 \(2\)](#)

Chapter C.9: D1538 in June 2017, and D1538 and D865 on 4 July 2017

32. Disk 4 UOF 136.17 3 June 2017
33. KENCOV1031 - V2017060600011
34. Disk 55 6 June 2017 1526
35. KENCOV1033 - V2017061000007
36. KENCOV1043 - V2017070400007 clip 1
37. KENCOV1043 - V2017070400007 clip 2

Chapter C.11: D1275 on 14 June 2017

38. Day 8 PM 2 December 2021 00:33:00-00:49:02 (KENCOV1035 - V2017061400015) and 00:49:20-00:53:53 (V2017061400016)

Chapter C.12: D313 on 15 June 2017

39. Day 25 PM 7 March 2022 00:29:20-00:31:03 (KENCOV1036 - V2017061500019)

Chapter C.13: D2054 on 28 June 2017

40. CJS0073734 [Disk 26 20170628221925_E2047N_0006]
41. CJS0073736 [Disk 27 28 June 2017 2221BWVC DCM Aldis]
42. CJS0074053 [Disk 26 20170628222251_E2047N_0007]

Chapter C.14: D728 on 6 July 2017

43. KENCOV1044 - V2017070600006
44. KENCOV1044 - V2017070600007

2. There was no footage in relation to the incident discussed in Chapter C.10, of which the Inquiry became aware through disclosure of investigation material.

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