

INVESTIGATION INTERVIEW – Michelle Brown

Date: 27th October 2017
Location: Brook House, Gatwick
Meeting commenced: 1:15 pm
Meeting closed: 2:30 pm

Present	Name	Job Title
Employee Name:	Michelle Brown ("MB")	Head of Security, Gatwick IRCs
Investigation Officer:	Stephen Cotter ("SC")	Risk & Assurance Manager, UK & I Region

MB: Little reaction. Within a week of this meeting, I was off work for 4 weeks with work related stress. I e mailed Jerry Petherick. Jerry was good and his Secretary helped. During this time Ben Saunders moved to Medway and I returned to work around the same time that Lee Hanford came to Gatwick. I did meet with Lee Hanford while I was off work sick

I also raised concerns about Anias Albert. It was around June of this year I witnessed her goad and provoke a detainee. I sent an e mail to Ben Saunders and Steve Skitt about this and I know that nothing happened. I now know the detainee had gone to the Professional Standards Unit ("PSU") and made a complaint.

SC: Can you tell me any more about Luke Instone-Brewer and Babs Fagbo?

MB: I think it was during 2016 a detainee made a complaint against them for poor behaviour, bullying and inappropriate behaviour, which was substantiated. DCM James Begg investigated and reported to Jules Williams.

This was due to go to Disciplinary, but Luke Instone-Brewer submitted a grievance and the disciplinary was paused. The grievance took 8 months, Stacie Dean was allocated to it but she fell ill. Caz Dance-Jones heard it in November 2016 and it was partially substantiated. Dan Haughton had been given the disciplinary to do, but he forgot to do it.

Babs Fagbo had significant periods of absence and the case against him did not go to disciplinary because his return to work was not completed. I found this out, this year when investigating an allegation of bullying and inappropriate behaviour towards a detainee on 21st April 2017 against Babs Fagbo. This was substantiated and Steve Skitt sacked him. He is now appealing against the dismissal and it is likely he will be re-instated. Lee Hanford explained to me procedural shortcomings and we are awaiting Home Office responses on individuals seen on the Panorama programme.

SC: Have you raised any other concerns about individuals?

MB: Yes, I spoke to Lee Hanford, around May 2016, about Neil Davis' shortcomings. Neil Davis was Head of Security and I had previously raised concerns about him with Ben Saunders and Steve Skitt. Around this time an anonymous whistleblowing came in against Neil Davis. Sarah Newland led the investigation and reported on it. I was interviewed for the investigation, I shared an office with him. Neil Davis resigned in August 2016.