

GRIEVANCE MEETING

Stacie Dean (SD)

Tuesday 3rd Jan 2017 – Southside office.

In attendance: Jerry Petherick (JP), Heather Noble (HN), Stacie Dean (SD).

Claire Inman – Notes

- JP Thanked SD for attending the meeting and opened the meeting by stating that he didn't want the meeting to be too overly formal and that Stacie should relax and take her time. JP went on to cover domestics and informed Stacie that should she require a break during the course of the meeting she just needed to let either himself or HN know.
- JP Aim of the meeting is to get to look at and understand the issues within your letter and talk to you about the concerns you have raised.
- SD SD confirmed that she is at she was happy to attend the meeting on her own without representation.
- SD The main thing is that I feel that the integrity of the Senior Management Team at Gatwick is at odds and I have no faith that this will change. There are lots of examples to give but what triggered me into raising my concerns is the issue of the restructuring and the removal of my post at Tinsley /Sarah Newlands appointment. I have nothing against Sarah, this was the culmination of how things are and have been handled at Gatwick, no communication, no answers and this is all very frustrating.
- JP Can I ask that you provide me with a little more detail behind all of this?
- HN If you can start with the issue in relation to your comment about the removal of your post?
- SD On the day I found out that my post had been removed, I had heard a number of rumours, I am aware that these aren't always founded and had been hearing things for a couple of weeks that I would be moving on and Sarah would be appointed but this put me at odds with what I had been told recently. I spent the whole day in a number of meetings with Sarah, Bryony and Ben going over how Tinsley could be taken forward and then during a meeting that day clearly all that the decisions had been made. It was good day as I felt I had been heard and listened to by Ben and colleagues and they didn't normally take any notice, there was lots of emphasise on transparency and fairness and then at 17:30 Ben asked me stay behind and made out that this was not his decision, *(SC became upset at this point)* he stated that he had only just found out from Lee and was informed that Sarah was taking over and I would be moved over into Head of Security Role and that it would be with effective of Monday (this day being Thurs).

JP I wanted also to pick up on the issue relating to reporting (*final page*) in reference to the under reporting of incident's?

SD There are a few things that have caused me concern and that I have I have reported on a number of times. The DD book that is handed over on the morning, When you are trying to tally up reporting over a 24 hour period, there is no way of doing this and things are just missed, I also noticed when Lee was in and going into the following day he would make you re-count from the previous day.
LBBS on weekends had not been completed (Steve Skitt) had told staff not to pick them up, Night visits / reports not completed. Key Checks were not correct and were not reported, rather than dealing with this they are just brushed things under the carpet.

When Medway occurred, it was reported that we monitored C&R but this never got actioned and at the time I raised reports about two members of staff bullying and nothing was done. My take on this is that we are all good that issues are monitored on camera, but the risk is those bullies that do this away from cameras and there are 2 staff that are responsible for this.

JP Can I ask for the names of those staff?

SD Luke Instone-Brewer and Babs Fagbo.

I had reported this before and documented this to Steve and Ben (*most complained about officers at Brook*) complaints from detainees with regards to them antagonising and goading and this raised alarm bells from Medway. Just prior to Lee leaving I was asked to undertake an investigation and Lee was sent an email detailing what had been sent to Ben and Steve but clearly nothing had been done. When Ben returned I was removed from this investigation for Ben to complete and was asked to look at a matter of Luke and his C&R. Ben said he was going to give this investigation to someone else (*Jules*), but my concerns is that Jules is known to be friendly with other DCMs and officers and staff are concerned about raising issues and that staff sickness was looked into.

JP Do you still have access at home?

SD Yes.

JP Asked if data could be sent to him electronically?

SD Agreed to action this and stated that staff are also bullied also.

JP You believe that the detainees are being wound up so that staff can use C&R on them, There was a matter at a prison where staff were deliberately antagonising prisoners in order to use C&R restraint and they were using it like a competition. Nine staff have just been suspended against a similar matter, would you put anything like that in this?

SD I don't know if this is a game, you get bullies wherever you work, they have recruited new vulnerable DCOs who seem to be joining in with them and we asked if they could be split up