

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

The following is a summary (not an exact transcript of the comments made during the meeting)

SC: Thank you for seeing me today.

My e mail to you of 18th October 2017 explains the background to this interview, that I am undertaking a fact finding investigation into Nathan Wards allegations and explains in broad terms what I will be asking you. This interview will follow the 'Points' in order. Are you happy to proceed?

MB: Yes.

SC: So Point 1, after I phoned you on 13th September 2017 to ask about Nathan Ring I produced an e mail summary of our conversation, which you have now read. Are you happy with the accuracy of it, because if so I can attach it to these notes?

MB: Yes, it summarises what I said. I performance managed Nathan Ring at Tinsley, he was a poor performer, a bit lazy, but when he came back to me in June 2016, when I was Head of Safeguarding, my perception changed, he did a good job and other managers commented with the same thoughts.

SC: I asked about Nathan Ring's personality, how would you describe it?

MB: He had a dry sense of humour, similar to Jack Dee.

SC: Re Point1A you explained you had minuted some of the meetings re grievances against Nathan Ward. Can you tell me any more about that?

MB: There was a "bullying" grievance raised by DCM Daniel Fenn. Duncan Partridge investigated and it was substantiated.

Another "bullying" grievance was raised by DCM Adam Clayton. Sarah Newland investigated and I was interviewed. I do not know the outcome.

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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.

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I continued to mention Jamie Westley on emails and at weekly meetings. Luke Instone-Brewer and Babs Fagbo would be mentioned in SMT meetings. They were split up eventually, end of 2016 early 2017, but this was because Babs Fagbo wanted to move and then Luke Instone-Brewer wanted to move. Babs Fagbo was suspended April 2017 and Luke Instone-Brewer resigned in the Summer. It is possible he appears on unused Panorama footage.

SC: Can we now cover Point 4, the Safer Community Meeting on 28th December 2017 which detainee [D1467] attended and the discussion about drugs coming in to the Centre, including by staff.

MB: This is a monthly multi-disciplinary meeting which I chair. Spice really hit Brook House in mid-December 2016 and we had a high number of alarms over detainees taking spice, 30 in one day.

As Safer Community Manager I took measures and wrote to ever detainee on the dangers of Spice and the consequences of taking it. Callum Tulley was right that Spice was a problem in December.

So at the meeting we sat with the orderlies and asked for their opinions on it. It is frightening to them and they want us to put the Spice takers in the CSU. They said stop it coming in. I explained the many ways drugs come in and staff bringing them in is only one possible way.

SC: Did anyone at the meeting give you the names of officers suspected of bringing drugs in?

MB: No. [D1467] told us he had recently witnessed bullying on a staircase but would not disclose any names. I said meet me after the meeting to tell me more as I was concerned for the welfare of the person bullied. He did not tell me any names of staff bringing in Spice. He was spoken to around this time over various matters; having an inappropriate mobile phone, an allegation he stopped someone going on a flight and involved in a fight. He was sacked as an [detention centre job] and then the Solicitors letter came in.

Caz Dance-Jones and Dan Haughton met with [D1467] to seek any information from him. An SIR was written.

I will send you the SIR and notes of the meeting.