

## INVESTIGATION INTERVIEW – Lee Hanford

Date: 6<sup>th</sup> November 2017  
Location: Brook House  
Meeting commenced: 16:30  
Meeting closed: 16:45

Present	Name	Job Title
Employee Name:	Lee Hanford ("LH")	Director, Gatwick IRCs
Investigation Officer:	Stephen Cotter ("SC")	Risk & Assurance Manager, UK & I Region

SC: I am investigating allegations Nathan Ward made on the Panorama programme and to the Home Affairs Committee that he raised concerns re staff misconduct in an exit interview with Jerry Petherick. I appreciate you were not at Gatwick at this time, but in an e mail to G4S Nathan Ward mentioned Stacie Dean ("SD"). It is possible SD has been in touch with Nathan Ward about concerns she raised.

SD raised a grievance in 2016 and I understand you were Interim Director here while Ben Saunders was at Medway during 2016.

LH: I left here on 30<sup>th</sup> June 2016. I understand SD mentioned me within the grievance. I had a conference call with Jerry Petherick ("JP") and Heather Noble on the 17<sup>th</sup> January 2017, I have the notes from the call and will send them to you. *(Notes received by SC on 6/11/17 17:09)*

The call was after JP's grievance meeting with SD. I went over the background. We had to make savings re the closure of Cedars to be passed on to the HO, the plan was for Sarah Newland to take charge of Tinsley and with the resignation of Neil Davis as Head of Security for SD to move in to that role, being at the same D2 level. That was not a demotion for her. Ben Saunders stalled telling SD and did not handle it well. I was at Oakhill at the time.

JP asked me the question are we only employing 64 when we are paid for 79? I told him we had the headcount for the numbers agreed.

SC: Did JP tell you that SD had raised concerns about Luke Instone-Brewer and Babs Fagbo and that he wanted you to look into the concerns?

LH: No, he did not mention them and I was not asked.

SC: Thank you for speaking to me.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_