

with Stacie Dean in relation to Duncan Partridge Grievance” I challenged this because I had taken out a grievance in my own right, not attached in any way to Duncan’s issues. Lee told me that if all of the information was presented as a single grievance it would present a fuller case and, in this way, it would mean Ben was managed and dealt with. He asked me for permission to use my interview outcome in Duncan’s case and requested I withdraw my individual grievance.

5. I have been asked to comment on whether I noticed any changes to Ben Saunders management style after the grievance was submitted, as you point out Ben remained in post and I don’t recall any longstanding changes to his behaviour or approach although vaguely recall a short period of superficial effort on his part. I have been asked to comment on whether I felt any action had been taken and whether my concerns had been resolved. I do not recall any action being taken or considering anything had or indeed would be done. I felt my concerns had been glossed over and that there was no intention of anything said being dealt with. I asked whether I had taken any further action and can confirm that I spoke on numerous occasions with other Senior Managers including in HR after this about Ben, including Jerry Petherick but didn’t submit a further grievance as far as I recall.
6. I have been asked whether I raised concern about the treatment of detainees earlier than October 2014 I can’t recall when I first raised concern about the treatment of detainees formally. I know I raised the matter (along with the culture of staff bullying) in various meetings as did other members of the SMT. I have been asked whether I have any further in relation to the complaint I made in 2015 and recall that regarding DCOs Instone Brewer and Fagbo, I raised concern that it was a well discussed issue (at senior meetings) that assurances had been given that they would not be allowed to work together on the same wing and that they were bullying detainees yet whenever I went to Brook House, they were always rostered together. Other than that, I have nothing further to raise on that point.