

181. **Ms Lampard:** I think she said it was in June last year.
182. **A.** Yes, wasn't it Caz who was the acting Head of Security, who is now one of our Security Managers?
183. **Mr Marsden:** How do you spell his or her name?
184. **A.** Caz Dance.
185. **Ms Lampard:** We'd better talk to her.
186. **A.** Yes, I think she was the temporary Head of Security, acting up.
187. **Q.** That would have covered –
188. **A.** That April, too, yes, before Michelle went in in the June, because Michelle stayed as Head of Safeguarding at –
189. **Mr Marsden:** Just looking in from your perspective, the stability of the senior management team, are you saying that it doesn't feel remarkable to you?
190. **A.** No, there wasn't a great deal of change there in that period of time, I think there was a difficult relationship between when Ben was Director and his Deputy Director, Duncan. There was a grievance submitted by Duncan against Ben, a lot of the senior managers were involved in that, so I think there was quite a difficult period.
- Peter and I came down to do the grievance investigation. Prior to that, the previous Head of Security –
191. **Ms Lampard:** When was that?
192. **A.** Before I came here, so it would have been 2014, 2015 – before Steve was here in fact, so I think 2014.
193. **Q.** I suppose the interesting thing about that is, that's another grievance, so there's Ben and Duncan, they have a cloudy thing, and then 2016 we have Neil, and there's something a bit cloudy there.
194. **A.** I think I'm accepting, I thought we were about churn -
195. **Q.** Churn may be less of an issue, perhaps –
196. **A.** Relationships is an issue, and there is still a bit of a toxic mix here at the moment, I'll come back to that. Prior to that, the previous Head of Security, prior to Neil, was a guy called Wayne Debenham.
197. **Q.** Hang on, you have to go slowly on all of this, because our heads are exploding.
198. **A.** It's like *Emmerdale*. The reason I know this is because I ended up coming down to do the grievance investigations.
199. **Q.** Prior to Duncan, there was one before that?
200. **A.** Yes, Wayne Debenham, who was the Head of Security, who put in a grievance against Ben.
201. **Q.** That was –
202. **A.** 2013, it has to be.
203. **Mr Marsden:** There have been relationship problems at the top of the organisation, I won't say the organisation –

204. A. I know what you mean.
205. Ms Lampard: What happened to Wayne Debenham?
206. A. He resigned.
207. Q. He put in a grievance against Ben, and you came and did that, too.
208. A. I did the investigation.
209. Q. What did you find?
210. A. Ben and Duncan started around the same time. Andy Clark was the managing Director of G4S Immigration Services, because it's when Andy left Jerry took over Immigration. Reporting into Andy were a team of Derek, Ian, who was his Deputy, who is now working at Birmingham Prison, Wayne Debenham the Head of Security, Nathan Ward who was at Tinsley, Michelle was here at the time, Michelle Brown, because I think Michelle's been here since –
211. Q. Hang on - Andy Clark, he was the Managing Director.
212. A. Yes.
213. Q. Beneath him, then –
214. A. Was Derek Milligan, as the Director, the Deputy Director, Ian –
215. Q. Derek Milligan, he was the Director of Gatwick.
216. A. Of Gatwick. His Deputy Director at the time was Ian – he's now working at Birmingham, I'll get his surname. The Head of Security was Wayne Debenham and Nathan was at Tinsley House. Andy went to work then for the landlord of Tinsley House, the large hotel company around here, that will come back to me as well. They went to the care business, they started bidding for immigration centres, i.e. Yarl's Wood and Harmondsworth and the like, and Andy took the whole team out in one go.
217. Q. He took all these people?
218. A. Apart from Nathan, yes. Sorry, I'm saying "all" – he took Derek and Ian. I'm not sure of that person's name, so he took three of our key personnel from site. Wayne stayed behind, I think he applied for the job, Ben applied and he was at Medway as Director, came here, and Duncan had previously worked for the Home Office on site –
219. Q. This would be 2012?
220. A. Around that time, yes.
221. Q. Wayne stayed, Ben applied for the job –
222. A. Ben was Director at Medway at the time, he came here as Director. Duncan Partridge had previously been in the Prison Service, but was here working with the authority, for the Home Office, he applied and he became the Deputy Director.
223. Q. Yes, and Neil Davis came as the Security –
224. A. Not at that point, because Wayne was still here as the Head of Security, and then the first involvement I had really was the grievance of Wayne against Duncan, initially.
225. Q. What happened, what did you find?