

Meeting Notes
SN Sarah Newland
DW David Waldock
EP Emma Picknell HR Rep
Meeting Start 09.50am
Meeting End

Introductions of staff present by Sarah Newland

SN: We are here to talk about your grievance dated 13th February and main course of complaint

DW: I have put this in and as far as I'm concerned they are supported

SN: The primary one is the complaint around the removal from visits

DW: So the 2nd February I was asked to go see SS

SN: Who asked you?

DW: CDJ phoned down to D wing

SN: And asked you to go see SS

SN: Did she explain why?

DW: No

SN: Can you talk me through this?

DW: Basically we went in, he said he had a complaint from the Home Office in Visits

SN: Did you know the date of the complaint?

DW: No. What had happened in Visits was another DCO had an argument so I spent 10 minutes explaining it wasn't me. Steve said it was you. I thought I was between Ali Shah and Jenny, but it wasn't.

SN: Jenny?

DW: Jenny Vanderbury

SN: So they had an argument?

DW: Basically they were telling the officers how to do their job, but it wasn't anything about that. It was about a complaint from the Home Office about an argument between me and Gayatri Mehraa.

DW: SS told me what it was about

SN: What happened?

DW: I came out of the morning briefing, xx was late for work, actually 2 hours. Al Shad was N2, I said to him go to the office as there was paperwork for him to give him a heads up Gayatri went off saying we shouldn't be doing his job for him

SN: So he was doing N1 jobs in his absence

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DW: Exactly. N1 and N2 do the corridor, and N3 and N4 do visits. N1 gets paperwork with pictures to get the Detainees to visits in time.

SN: So you said GM was quite hated

DW: I said fine and went and sat on the chair

SN: You didn't say whos doing N1?

DW: I don't argue with GM

SN: Who did the role?

DW: As far as I was aware no one had it covered, they did it themselves over the tannoy

SN: Did you argue as per the complaint from the Home Office?

DW: N1 turned up for work 1 hour later, GM shouts can you go and get this. I said we are not covering N1, she said are you refusing to do it, I said no of course not, so she snatched it out of my hand and went to the office

SN: Who from HO saw this?

DW: Absolutely no one. The home office said they had been in the office and overheard it all

SN: And you had been rude to GM?

DW: Basically yes and refusing to do this

SN: So if you don't think anyone was there – where has it come from?

DW: I assume Vanessa

SN: Who's Vanessa?

DW: HO – GM Friend

SN: Surname?

DW: Cary – there is only one Vanessa

SN: So you were in the office with SS, you click its between V and GM? What does SS say?

DW: When he said it's about a complaint I twigged it was this. I asked to see it and he said no.

SN: Did you say you think it's come from Vanessa?

DW: I didn't think

SN: What did you say in defence?

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DW: I wasn't allowed to, it has come from the Home office it must be true, I'm not that interested

SN: After that?

DW: He refused to show the complaint so I said ok I want it to go to an investigation. He said nothing. Then he said because of the complaint I'm going to put you on a behaviour report. So the Oscar 1 Dave Roffey would have to report back with his behaviour and remove me from visits.

SN: So was he saying that day that you would go back to visits and DR would monitor you?

DW: No I was removed from visits and DR will monitor me where I was

SN: So a meeting was on 02 February and we are a month down the line, and has DR been monitoring your behaviour?

DW: He has possibly been watching me

SN: There has been no meeting with DR?

DW: No nothing

SN: So you don't know how long?

DW: As far as I know its permanent

SN: What's this about your home life in your letter?

DW: SS said I'm not going to bring my home life into work. A while ago I did have problems but that was back in December

SN: So that was then but there are no issues now that would have caused this

DW: No, the issues at home would have been related and there's a big letter here explaining it

SN: But regarding this letter there is nothing going on at home which would have affected this?

DW: No

SN: And you feel you will lose your job

DW: Everything he was saying made me feel that if I did anything else that's me gone – this keeps happening.

SN: Your relationship with GM – do you feel like she has emailed a colleague about you

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DW: I don't like what she does at work which is out of order, she starts an argument with them on the gate and screams and shouts, then if they shout back she writes a SIR. This is out of order but I don't have an issue with her personally.

SN: Have you challenged her?

DW: No I don't want to get involved. About 8 months ago I thought GM and SS were picking on me. A lady came into visits and sat down beside me and asked if I was alright. SS was checking on me and I felt uncomfortable. She said as long as you're doing your job you are ok, but I'm not doing my N1 job because of Friday prayers. I didn't see that lady again until today – it was you.

SN: Me?

DW: After that I kept a diary – produces 2 diaries

SN: Almost regardless with these issues with GM you've not had an issue?

DW: She conflicts with lots of people but with me I just walk away from her and not say anything

SN: Ok, I'm just thinking are the diaries relevant – I think not for this

DW: The diaries are about other people

SN: Why do you think she would try to do this?

DW: GM likes to control visits, I don't like what she does and I don't play her game – she doesn't like it. I won't do that, I won't bend the rules to suit her. There are a set of rules to follow and that's what I follow

SN: So the letter from Friday, we talked about the process – if Caz was on the meeting I'll need to speak to CDJ and SS

DW: The 2nd part of the letter is really strong and there's a reason

SN: Bear with me – SS reads out the section re. sexuality – what's this referring to?

DW: In the morning meeting on 17th February in the visits hall, when it finished I went out of the visits door and thought I needed to go out another door, SS, JW and me were left in the hall. He was staring at me as I walked down.

SN: SS?

DW: Yes. He said that is disgusting and was staring at me

SN: You think he was referring to you?

SN: I know he was

SN: And you think it's because you are gay?

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DW: Yes and I think he has a problem with gay males

SN: Other issue?

DW: I've heard about it and complaints have been made

SN: Not gay females?

DW: No, the attitude is towards gay males and the other one was 2 days after. I put the first letter in after his morning meeting

SN: The visits hall?

DW: Yes he did his speech bit about saying reports are made about people, some good some bad, I would never lie, I am an honest person.

SN: You think it was aimed at you

DW: Yes, but why not check with the person who put in the complaint that they aren't lying first. He may not be but that person might be.

SN: I'll feedback what I think your grievance is about

DW: Before you do that there something else. When I was delivering my letter to HR I was told by Emma that there's another letter. I went outside to my car and overheard a conversation outside SS office and in the PA office. SS PA has made a formal complaint about me and put together constructive dismissal.

SN: Ok so when?

DW: 20th or 21st Feb

SN: You heard Loraine only?

DW: SS too

SN: And it was LH complaining about your behaviour on B wing? What was said?

DW: The incident on B wing happened on the 24th

SN: What happened?

DW: I took a detainee to medical as he didn't know where it was, as i opened the door LH was coming through the door, so I unlocked the door and held it open for LH and someone else

CH: Karen Goulder

DW: Yes, I said ladies first then me and the detainee went through. She said if she was going to medical she would take him but her complaint was that I was barking at the detainee and shouting so she felt sorry for him and told him.

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CH: She emailed the complaint to O1, Caz and SS.

SN: So LH was asked to send an email to CDJ and SS. How do you know?

DW: Because CDJ has a copy of it. I can't actually say she's sent it

SN: I'm confused

DW: I heard SS say send a copy to CDJ and him

SN: So you were expecting another complaint/investigation which you thought Emma was going to hand to you

DW: Yes hence the 2nd part of the letter is the way it is.

SN: In conclusion it doesn't change the original grievance, so the outcome is removal from visits and ongoing reviews. So I need to look at the informal meeting and formal outcome.

DW: And I want the complaint from the Home Office investigated as it is not true. I think I have covered everything. I apologise for Friday and not taking the letter.

SN: I'll do my best to get to the bottom of it

DW: Shall I speak to them about it?

CH: Yes

DW: Every meeting I get called into with SS in the past. There have been three meetings. The 1st is Ben Saunders outside the front entrance. I wanted to say about GM behaviour and he said be careful what you are saying.

SN: What do you think he meant be that?

DW: Basically saying shut up. SS said we can set up a meeting about it.

The second one he's saying that I'm slagging them off but it was clearly telling me to shut up, but the meeting with SS and CDJ was saying I'm slagging people off. But every time GM is mentioned a wall comes up.

DW: How I feel then to now is completely different.

SN: Bear with me

Meeting End 10.50am

Signed: _____ Date: _____

Employee Name

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Signed: _____ Date: _____

Chair of Investigation Meeting Name

Signed: _____ Date: _____

HR Rep Name