

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

LS I'll introduce myself Adel and you've probably got no idea who I am.

AH I've heard a bit about you Lisette – all good though.

LS I was the dep at Park and I was the director and Oakhill, now I'm all over the place. I'm here to carry out an investigation for Steve Skitt. Have you got any questions before we start?

AH No.

LS All this is is I'm going to ask you to explain what happened including any history as I believe you were a victim of an assault. You've got Chris here with you

AH as a colleague

LS and at anytime you need to take a break, please just say.

AH Okay Lisette. Last November I had IOD here, I was involved in a brawl the first response didn't get there for 6 minutes. I had a fractured cheek bone and my achillies was torn. I was off for weeks. I came back to work and from then I've been using the gym ever since.

LS Is everyone allowed to use the gym?

AH Yes everyone, including Steve Skitt every day.

AH I saw a physio through the company which wasn't working then I was referred to a consultant who scanned me and he said for me to see a physio to work on the damage without having surgery. I started seeing her and she gave me a programme to use the gym.

CB Having the ability to use the gym at work was helpful to Adel because of her long hours and family.

LS It's a perk at work I guess.

AH Yes. So around 3 weeks ago I was spoken to by Michelle Fernandes and something cropped up about me using the gym I'm not sure why now.

LS How long were you using the gym before this conversation?

AH About a year.

LS And you'd had no issue whatsoever?

AH No, none. She highlighted to me that she's been made aware that I was using

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

the gym – I'm thinking Steve's in there every time I'm in there. She said as you've got an injury,

LS Can I just clarify you were on full duties at this point?

AH Yes full duties, full time duties every day.

LS So working as a full DCO.

AH Yes. I probably could have gone down the route of restricted duties but I haven't done that. I didn't understand Michelle Fernandes – I'm on full duties why all of a sudden is it a problem. I might only just do upper body work in the gym, and nothing on my achillies but she couldn't give me an answer on why stopping me using it as I said it's to do my physio. She said speak to Steve Skitt. So I came in here (Steve Skitt's office) sat down with him, I said apparently there's an issue with me using the gym. He looked at me and said not as far as I know. I said I had presumed it had come from him and he said he didn't know anything about it. Then he said while we're on the subject I'm not happy with you using the gym.

CB You've come back after injury, you're integrity is massively intact.

AH I'm not workshy.

CB No, you said I'm good to go.

AH I think it was the way he was speaking to me – I asked why, I questioned him. He said I'm quite strict – If someone has an injury they don't use the gym, I asked why he was penalising me to which he said I do question and wonder what injury you've really got. I said are you calling me a liar he said I'm not stopping you using a gym outside of work, I said I can't, I've got a baby to look after, he looked at me as if to say not my problem. I actually couldn't believe he said it I told him I would get an email from my physio moving forward and speak to Michelle Fernandes. He said he would speak to Michelle later that day and get back to me. I thought he didn't need to speak to me like that, if you challenge or question him he can't handle it. Luckily I'm a strong character otherwise he's intimidating.

LS Had you had much contact with him previously?

AH No. Bearing in mind he's seen me in the gym all the time.

LS Did he acknowledge you?

AH Sometime he would say hello. I went to my physio and told her what had happened and she said that he was questioning her integrity and profession. She sent me an email on 4th December.

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

LS Did you stop going to the gym in the interim between the meeting to the email?

AH Yeah I did. He was going to get back to me then he went on holiday and didn't get back to me. The email was sent to Michelle Fernandes and Michelle Brown.

LS Can you send me a copy of that email?

AH Yes.

LS And you spoke to Michelle Brown.

AH Yeah – and michelle Fernandes forwarded it to Steve Skitt. I said hopefully this is enough moving forward and for my integrity not to be questioned again. Steve would have received the email.

LS Did you receive anything back from anyone?

AH I had an email from Michelle Fernandes saying thank you but not whether I can use the gym or not. I felt I had presented what they needed so I then went into the gym on the Thursday to do some exercise. Steve Skitt came in and said what are you doing in here? I said I've provided what you needed he said I haven't received any email. I said right ok, another battle – him trying to bully me and target me. Then he said to me it doesn't matter about Michelle, I decide who uses the gym. I said I don't get why there's an issue, it doesn't make any sense. He said I decide, I'm not having the company paying out for an injury it doesn't matter about a physio report. It's my gym and I don't like lesbians and you're a lesbian. I couldn't believe it, I couldn't process it. I felt angry like how fucking dare you.

LS How did he say all of that?

AH He was arrogant, trying to intimidate me like you do what I tell you to do. It didn't matter what I gave him, it wasn't enough. He was saying things like this is my gym, trying to intimidate – it's not his gym. The worse thing is, he's not self aware.

LS Was he looking at you when he said it?

AH Yeah, I was on the bike and he was standing next to me, he was looking at me.

LS What happened after he made the comments?

AH He went to the back room of the gym, I carried on in the gym. Then I felt like I needed to go somewhere with it.

LS Was anyone else in the gym at the time?

AH Abdul the ACO – Steve's very clever, he shut the door when I first went to see

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

him in his office. He's made comments before to people and he's still here.

LS Has he made them to you before?

AH No

LS Have the others been investigated before?

AH I don't know Lisette. I believe he's sexist and homophobic. He says to me in the gym less weights Adel more technique when there are other men in there. He'll always try to intimidate me in front of them but never saying anything to them. I came out of the gym and went to visits – Mark Ward was in there I told him and he said there is no way you can let this go. I said I can't as of who he is and that I have no faith in the system, it's pointless, it's his work against mine. He had said previously to a gay guy that this environment doesn't suit your lifestyle. Mark said that it was disgusting and no different that calling a black person a nigger for instance.

CB How did it make you feel inside?

AH I felt so angry. I felt how dare you I think Steve thinks he's untouchable here and so arrogant nothing has ever happened to him in the past – he's still here. How is he even in this job as a senior manager? I've been out since I was very young. This is someone who should not be working in this environment with his mentality. There is still bullying going on here. So on my rest day I thought about it – I didn't tell me partner straight away. I think it was on the Thursday I saw Michelle Brown in the corridor – I briefly said what he's said to me and she nearly fell backwards and said are you joking? I said I wouldn't joke about something like that.

LS Timeframe wise – how long in between the gym incident and seeing Michelle Brown?

AH On the Thursday I saw Michelle Brown and I said I just wanted it logged and didn't want it to go any further. But if he still works here – I don't think I would. If I wanted a promotion he sits on the board so I couldn't. He's intimidating someone else for 2 years here. My friend said report it to the police as a hate crime. If he is that stupid which I think he is, and says something else to me again, then I had it logged. On the Monday Michelle Brown said she'd told Phil. I hadn't been told anything at all, and I was called into a meeting. Steve was also in work and we had bumped into each other. Sarah Newland had said that she needed to have a chat with me. I said OK – I've already spoken to Michelle Brown and logged it. She said Phil's not prepared to have it just logged – I wasn't prepared for any of this, we're now at a different level.

CB Does it give you some hope or faith in the system?

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

AH I haven't had a lot to do with Phil but I think he's straight down the line but he's not been here long enough. Historically – no faith. I think this is just going to put a target on my back. I had the meeting with Sarah and Louisa and a lady from the PDA with blond hair.

EP Annie?

AH Yes Annie. We went over it all as a fact finding. I bumped into him after that which was quite awkward. Then that day, or the day after that you said that you need to arrange a meeting – I spoke to Phil as I was quite overwhelmed and upset. But he was really nice and encouraging and said he would deal with it despite rank. I still have a weight over me – everyone's talking about it. Everyone knows he's left. It's a struggle coming to work as I have to say I can't talk about it and I've got a lot going on outside of work with a mortgage and a baby.

LS Are you prepared to give me any other names of those who have had the same?

AH I can – Dave Waldock – I told him I would bring his name up. And Chris Malden – but he's left.

LS What was the situation with Dave?

AH I'm not sure but he's said to Dave that he's disgusting and his lifestyle doesn't suit here.

CB He said the same to me – **Sensitive/Irrelevant** and I had issues with vetting Steve said if you vetting isn't here by Friday you won't be needed anymore – If you don't here from us, that's it. Michelle Fernandes emailed me to say vetting through, come back to normal duties – I said have I got clearance, she said not full clearance but enough to come back to work. Then I had an email from Lee Hanford to say come back to work. As there was a break in employment, the eggs didn't grow and we lost the baby. Steve said it's not really our issue.

AH He has no empathy. I was gutted when Lee left.

CB Phil makes you feel more comfortable – he's outstanding.

AH I feel if you challenge Steve, he'll always try to put you in your place. This is purely because I dared to challenge him. Phil said I had the right to ask. He's power hungry – that's his general manner. Now it's gone so far and been blown out of proportion for no reason. He's not fit to deal with people. The day after the comment, he saw me in the gatehouse he said morning Adel with a big grin on his face I found it sickening.

LS Throughout the conversation in the gym, did he ask you to leave the gym?

AH No, he challenged me about using it, but never asked me to leave.

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

LS And he's never given you a clear explanation as to why you could not use the gym?

AH No, I said you haven't told me why and he said that he's been on holiday. But that's no excuse to not call me or let me know about it. It was like, I'll let you know when I'm ready.

CB It's sad really and totally unnecessary.

Adel checks her notes

AH I think I've covered everything.

Lisette writes down her email address for Adel.

AH Thank you, I don't want to go outside with this as I know how much publicity this place has had. But I feel that I could report it as a hate crime – I'm not making any threats as I don't want the grief. I get nothing from it. But I could do it as I don't feel I could work with him in the same workplace. I cannot see moving forward that we could have a working relationship.

LS Ok – thank you for your time.

LS Unfortunately we cannot complete the investigation until after Christmas – it's not the best but hopefully I can finish speaking to everyone in the New Year and send in my report.

Signed: _____ Date: _____
Lisette Saunders

Signed: _____ Date: _____
Adel Hinder

Signed: _____ Date: _____
Emma Picknell

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator

Investigation Meeting – Adel Hinder

Date: 17.12.2018

Meeting commenced:

10:00am

Meeting closed: 10:55am

Present	Name	Title
Employee Name:	Adel Hinder	Detainee Custody Officer
Chair of Meeting:	Lisette Saunders	Programme Director
Company Representative:	Chris Badger	Detainee Custody Officer
HR Rep/Note Taker:	Emma Picknell	HR Administrator