

From: Petherick, Jerry
Sent: 02 November 2017 08:37
To: Stephen Cotter
Cc: Petherick, Jerry
Subject: RE: Documents - Gatwick -Nathan Ward Privileged and Confidential

Dear Stephen,

Please see my comments below and the attached email.

Kind regards,

Jerry

Jerry Petherick
Managing Director
Custodial & Detention Services
G4S Care & Justice Services (UK) Limited
Southside, 105 Victoria Street, London SW1E 6QT

Mobile: [REDACTED]
Email: [REDACTED]



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From: Stephen Cotter
Sent: 01 November 2017 14:40
To: Petherick, Jerry
Subject: RE: Documents - Gatwick -Nathan Ward Privileged and Confidential

Dear Jerry,

Can I ask a couple of follow on questions to our interview please.

- 1) Stacie Dean in interview with Heather Noble and yourself on 3/1/17 names two staff as bullies; Luke Instone-Brewer and Babs Fagbo and she goes on to explain she was taken off an investigation concerning them by Ben. You asked her whether she still has access at home, which she did and you asked her if data could be sent to you electronically, which she agreed to do.

Did you receive electronic data from Stacie Dean following this meeting and if so could you send it to me please? I have done a name search for any relevant emails and cannot find one from Stacie Dean giving this information. I have located one (attached) dated 10.01.17 that moved the conversations forwards in a different direction i.e to initiate a conversation about a separation agreement. That indicates to me that she had changed her approach/mindset. As I mentioned

when we recently met this interview took place a short time after last December's disturbance at HMP Birmingham and that was dominating my thoughts and work at the time.

- 2) I spoke to Lee Hanford by phone on Friday afternoon and asked him about the investigation regarding Stacie Dean's grievances, including concerns against Luke Instone-Brewer and Babs Fagbo. He said he was not asked to look in to it, but was interviewed by yourself and Heather Noble in January 2017 as he was named within the Stacie Dean grievance.

I would be grateful if you could explain what happened and send me any notes of your meeting with Lee, if any were prepared. As per normal practice Heather would have taken any notes during such a meeting. I don't have any.

Regards,
Stephen

Stephen Cotter
Risk and Assurance Manager
G4S UK & I Region

Mob: [redacted]
Email: [redacted]

Attachment to email

From: Stacie Dean
Sent: 10 January 2017 17:01
To: Noble, Heather; [redacted]
Cc: Petherick, Jerry
Subject: Re: (Without prejudice)

Hi Heather,
Thank you for replying.
Tomorrow afternoon or Thursday anytime would be good for a conversation if ok?

[redacted] is the best number for me.

Kind Regards
Stacie

From: Noble, Heather
Sent: Tuesday, January 10, 2017 04:55 PM
To: Stacie Dean; [redacted] <[redacted]>
Cc: Petherick, Jerry
Subject: RE: (Without prejudice)

Hi Stacie

Many thanks for your email.

Apologies for the slight delay. As I am sure you understand, myself and Jerry needed to discuss the content of your email first before coming back to you.

As Jerry is on leave this week, it made sense for me to do that.

In principle there is scope for a conversation about a Settlement Agreement – (without prejudice of course) and think that a telephone call would be sensible.

Would you mind letting me know when you are free over the next couple of days and a contact number and I can then give you a call.

I hope you don't mind that I have emailed both your work and personal email address – just wanted to make sure that you received my email in a timely manner.

Kind regards

HEATHER NOBLE

HR Operations Director

G4S Central Government Services

Mob: DPA
Email: DPA



From: Stacie Dean

Sent: 05 January 2017 16:13

To: Petherick, Jerry; Noble, Heather

Subject: Fw: (Without prejudice)

Good Afternoon Both,

As discussed while I am keen to have the issues I have raised dealt with, I am also keen to be able to move on in terms of my health.

As a return to work is untenable due to the numerous issues I have discussed and raised I would like to know if we could discuss the terms of me resigning. My solicitor has suggested that a settlement agreement may be an option and I would like to know whether this is the case?

Kind Regards

Stacie
