

INVESTIGATION INTERVIEW – Alison Ashcroft

Date: 23rd October 2017
Location: By phone
Meeting commenced: 17:00
Meeting closed: 17:30

Present	Name	Job Title
Ex-employee Name:	Alison Ashcroft ("AA")	Senior HRBP
Investigation Officer:	Stephen Cotter ("SC")	Risk & Assurance Manager, UK & I Region

The following is a summary (not an exact transcript of the comments made during the meeting)

SC: Thank you for speaking to me today.

The objective of this interview is to find out what concerns or allegations, if any, were raised by Nathan Ward ("NW") regarding staff misconduct at the Gatwick IRCs to Jerry Petherick ("JP") and yourself at an exit interview and if so were actions taken following the meeting. I have provided you with a copy of the notes NW says he took to the exit interview meeting with you both.

AA: From reading the notes, some things I recall from the meeting, some things I do not. In particular, I do not remember seeing any diagrams in the papers NW had, they were seen as notes across the table, NW did not provide us with a copy of them.

NW had previously worked with Ben Saunders ("BS") in Childrens Services and there was some history between them. NW was highlighting to JP some of the things BS needed to get a hold of and improve. It was not formal.

Afterwards JP and AA went to Brook House. JP met with BS and I joined the meeting. There was a further meeting between JP and BS over dinner in Cambridge, I also attended. There were a number of issues., Duncan Partridge ("DP") was working against BS and his position became untenable.

Some of the things NW raised we already knew about and had been investigated, such as whistleblowing cases.

SC: Did NW mention names in respect of poor staff behaviour or drug dealing?

AA: Absolutely not. If he had they would have been investigated. We had a responsibility for the safety of those in our care.

After the meeting I thought there would be a file note made.

The meeting with BS was more about coaching and his presence in the Unit. BS was able to give a good account of what he had done.

SC: Do you remember the other staff members NW listed as raising concerns?

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AA: Wayne Debnam ("WD") was under investigation and seconded to Birmingham Prison. When the disciplinary matter was concluded he raised a grievance. To my recollection, none of the issues raised were to do with the safety of detainees, more to do with the working of the Management Team.

Stacie Dean was acting up and had some personal issues. Speak to Steph Phillips regarding her.

Michelle Brown had been a DCO who progressed through the organisation, she needed guidance but was committed.

Duncan Partridge, I'm not sure if he was well or not during this time.

SC: Can you think of an incident NW would have flashbacks about?

AA: No

SC: Any other comments on NW's list?

AA: NW did mention BS's joke re Juls Williams birthday and doing some lines, this was discussed with BS later.

NW mentioned no one-to-ones, no de-briefs re Silver incidents and complaint re the Duty Director roster. NW had an issue with Sarah Newland, he felt that she should have reported to him.

I felt that NW did not want to work his notice and had made a decision about the career he was looking to pursue, in the church.

I worked for JP for seven years and I found him to be a man of integrity. If NW had raised issues re detainee care they would have been acted upon. I am not in regular contact with JP now.

SC: Thank you for speaking to me.

Signature: _____ Date: _____.