

## INVESTIGATION INTERVIEW – Heather Noble

Date: 10th November 2017  
Location: By phone  
Meeting commenced: 12:10 pm  
Meeting closed: 12: 25 pm

Present	Name	Job Title
Employee Name:	Heather Noble ("HN")	Human Resources
Investigation Officer:	Stephen Cotter ("SC")	Risk & Assurance Manager, UK & I Region

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

SC: Thank you for speaking to me today.

You are aware I am looking in to Nathan Ward's allegations. I appreciate in 2014 when Nathan Ward left G4S and claimed he raised concerns with Jerry Petherick you were not involved, but he has stated others have raised concerns.

Stacie Dean raised a grievance at the end of 2016 and within it raised several concerns, do you remember attending her grievance meeting on 3<sup>rd</sup> January 2017 together with Jerry Petherick? There were notes of the meeting written.

HN: I remember attending but don't remember much of the interview. I would have to read the notes again.

SC: I am specifically interested in Stacie Dean raising concerns of poor employee behaviour of the type we saw later on the Panorama programme. She mentioned Luke Instone-Brewer and Babs Fagbo and investigations on them.

HN: I have the notes.

SC: Jerry Petherick asked Stacie Dean to send him more information electronically, do you know if she did?

HN: Let me have a look in my emails. Yes, she e-mailed Jerry Petherick and myself on 5<sup>th</sup> January 2017 with more information. Do you want me to send it to you?

SC: Yes please.

I am interested in the follow up to Stacie Dean raising her concerns. Lee Hanford provided me with a copy of telephone interview notes with yourself and Jerry Petherick on 17<sup>th</sup> January 2017

HN: Let me check my diary. I was at Gatwick on the 17<sup>th</sup> January. I have found interview notes for Bryony Farey, Ben Saunders and Steve Skitt. Would you like these also?

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SC: Yes please. I am interested to find out whether Stacie Dean's concerns re Luke Instone-Brewer and Babs Fagbo were followed up in these interviews of the 17<sup>th</sup> January, including Lee Hanford's interview. Do you remember?

HN: I don't know. If not recorded in the notes, then no.

SC: Thank you for speaking to me and sending me the information. If you do remember anything else then please get in touch.

**From:** Noble, Heather  
**Sent:** 15 November 2017 10:07  
**To:** Stephen Cotter  
**Subject:** FW: Nathan Ward Investigation -Privileged and Confidential

Hi Stephen

I am happy with these.  
Please take this email as my signature.

Kind regards

**HEATHER NOBLE**  
Human Resources  
G4S Custodial & Detention Services

Signature: \_\_\_\_\_ Date: \_\_\_\_\_.