

Meeting Notes – Friday 23 June 2017
SS Steve Skitt Chair
KC Kye Clarke
MF Michelle Fernandes HR Rep
Meeting Start 09.30am
Meeting End 10.00am

Introductions of staff present by Steve Skitt and outline of meeting purpose.

SS: You are entitled to be accompanied. If at any time you wish to adjourn please say so

KC: Ok, it's fine to carry on

SS: I am aware there is an ongoing investigation and you have brought a letter in and raised it as a concern hence the reason for this meeting

I have read the letter and there are a number of concerns, we are treating this as a grievance.

HR is present for advice and to take notes.

Effectively people are talking about your suspension and accusations that you will be sacked anyway. The purpose of today is to run through it in more detail as concern of people talking outside of here.

You are suspended for an alleged incident and once the investigation is complete there will be an outcome and summary.

The suspension is not a pre-judgement and we take the matter very seriously.

The things you have raised, my expectation is that yes you are suspended however no one outside of here knows the reasons except myself, MF and the investigating office and BS.

KC: I spoke to DH and people told me, they said their names are not to be given to the people that said it

SS: Whatever you tell me, I have to consider that and it may result in a separate investigation

KC: The person who told me is willing to come in and speak to you about it

SS: Your letter is fairly vague

KC: On 03 June two Tascor members of staff were out in Crawley town centre in a pub. They were met by Nick London and Johnny Martin. They told S Williams from Tascor that I was suspended and went in to detail on the CCTV and that I was a 'spider monkey' and that I would be arrested for pre-meditated assault. I was then told I would be arrested on the day of the investigation meeting.

On the night of the 3rd I got a call from S Williams from Tascor and she told me everything. She is willing to stand up and say in front of management what was discussed in the pub.

SS: What pub was it?

KC: Think the punchbowl but not sure. She shouted at me for not telling her as a friend. She knew I had taken my keys and belt off, I had restrained a detainee, both JM and NL said they had seen CCTV, I was described as a spider monkey for restraining him, the police are to arrest me on the set date I am meant to be here, it has made me paranoid.

SS: Was that the date of 15th?

Meeting Notes – Friday 23 June 2017
SS Steve Skitt Chair
KC Kye Clarke
MF Michelle Fernandes HR Rep
Meeting Start 09.30am
Meeting End 10.00am

KC: No I didn't give a date. It has caused problems within the family. Sonia wants to pick me up and it makes me feel skittish. Two neighbours down had the police turn up and I thought they were for me. I have had suicidal thoughts for the past year. I spoke to Scott Hamilton.

SS: SH spoke to me, I was consulted and HR were. As we couldn't find you we report that to the police. We are duty bound to do this and have done this previously.

KC: I am disappointed Anja said something, she was quiet and asked where I was, I got her worried and there was a rumour I was suspended

SS: She has done the right thing, she was right to alert someone and the appropriate action was taken.

KC: People have seen ligature and cuts, which is fine. I constantly struggle with the normal stuff and it gets too much

SS: Were other members of staff present at the incident?

KC: Yes

SS: People see things and make assumptions, officers talk even though they should be professional. Officers would have seen this and unfortunately do talk. However what you have said is quite specific.

KC: I have had previous issues with Jonathan Martin, he has made jokes about my hair and shoes. My boots have a hole so I wore my suit shoes and he made a sarcastic comment 'like your shoes'. I raised it to Han Haughton however they didn't want to make it formal.

SS: I expect people to say the right thing or report intimidation and bullying. A person's perception is their reality. If it was said in a sarcastic tone it could be viewed as bullying.

KC: Walking through reception with D Small JM called out his name and he looked at my shoes – I was going on an escort

SS: That could be seen as intimidation/bullying

KC: When I was working in Tascor Aleksander Rochowyzk used to work there with another girl Camilla. After a while Camilla changed, and this was because Aleks says thing in Polish, I have always had an issue with her, I told Anya to be careful, Anya speaks Polish and when she is around AR, AR will stop speaking polish. I know AR is seeing JM at the moment.

KC: I struggle academically, going back to Tascor bored me and Camilla had a problem with me, I was bored to the end of December. These are the only bits I have; I am hesitant to include her. The fact is comments were coming from the Oscar.

SS: I don't know who made the comment.

MF: Were any G4S staff present?

KC: Craig Standing was in the pub, not sure if he was there or elsewhere in the pub. They said Kye went up on the stairs, jumped on the guy and restrained him. They were saying I would be sacked anyway. London was privy to more information. JM is based in reception

Meeting Notes – Friday 23 June 2017
SS Steve Skitt Chair
KC Kye Clarke
MF Michelle Fernandes HR Rep
Meeting Start 09.30am
Meeting End 10.00am

and reception staff talk. Megan Cunningham has been telling people within Tascor and through Anja via Holly May Penny. People at Tascor know me and some are my friends. Megan Cunningham, Michael Green and Georgina (redhead), they asked Sam and she said yes. A few Tascor members know about it.

SS: A formal investigation will take place.

KC: Anja has quite a few friends in Crawley and she has been spoken too

SS: Have you contacted First Assist?

KC: No, when I was first suspended yes

SS: Ring them at least once, they are a totally independent service and you have nothing to lose.

We will aim to get a response asap

KC: I need to check with Sam if she is willing to say anything and speak to her first before I give her contact details

Meeting End 10.00am

Signed: _____ Date: _____

Employee Name

Signed: _____ Date: _____

Chair of Investigation Meeting Name

Signed: _____ Date: _____

HR Rep Name