

11th June

To: Bis

From: Secretary NATFHE
(Sue Patterson)

I acknowledge receipt of your

letter of 10th June '85.

Mrs. B. Weaver,
General Studies Dept.,
Bournville CFE.,
Bristol Road South,
Birmingham, B31 2AJ.

11th. June, 1985.

Ms. P. Welch,
5, Kingsland Road,
West Park,
Wolverhampton.

Dear Ms. Welch,

Please find attached a copy of a letter that I have sent to my workplace NATFHE Branch at Bournville CFE. The contents of which are self-explanatory.

yours Sincerely,

No reply received

Mrs. B. Weaver,
General Studies Dept.,
Bournville CFE.,
Bristol Road South,
Birmingham, B31 2AJ.

11th. June, 1985.

Mr. P. Dawson,
General Secretary,
NATFHE,
Hamilton House,
Mabledon Place,
London, WC 1H 9BH.

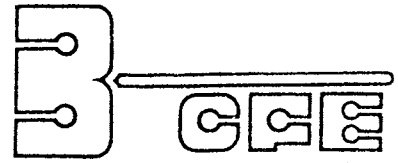
Dear Sir,

Please find attached a copy of a letter that I have sent to my workplace NATFHE Branch at Bournville CFE. The contents of which are self-explanatory.

Yours Faithfully.

*No reply
received*

Bournville College of Further Education



YOUR REF:

OUR REF:

DATE:

Principal:

D. J. Ward, B.A., Dip.Ed., D.Ed.S.

25.6.85

Dear Cynthia,

I am replying to your letter dated 21.6.85

I am in agreement with the suggestion that Alan Day be approached to conduct an initial inquiry. I agree to abide by Rule 24.

I find it difficult to accept that B. Weaver is abiding by Rule 24 unless she has informed management that she wishes me to have my responsibilities on the Access Course taken away from me. Perhaps you could clarify this matter, because I feel that B. Weaver is expecting both management and NATFHE to

'discipline' me for alleged harassment

Yours fraternally

Dave Gates

To: The Secretary, NATFHE, BCFE Branch.

From: B. Weaver.

Date: 25.6.1985.

Could you please supply me with a list of NATFHE Executive members effective on the 12.3.1985.

Received from S. Patterson
4.49^{pts}/25-6-85;

Chair: Cynthia

Vice Chair: Shuk

Sec: Sue

Treasurer: Norm

EX Chair: Dave

Minutes Sec: Gill

Women's Rep: Heather / Jan Cains -

Bournville CFE
Bristol Road South
Birmingham

B30

26th June '85

To: Mrs B. K. Weaver

From: The Secretary

Dear Sir,

Re: letter of 25-6-85

In response to your request for a list of all Executive members, BCFE Natfhe branch effective as at 12-3-85, I can supply the following information.

Chair: C Deeson

Treasurer: N Cave

EX Chair: D. Gates

Minutes Sec: G. Butcher

Vice Chair: S Nedjat

Secretary: S Pattinson

I would be happy to provide you with a list of all branch committee members (including women's rep and departmental reps) if you so require

Would you please inform me as to the significance of the date "12-3-85"?

Yours
Sue P (Branch Sec)

To: The Chairperson, NATFHE, BCFE Branch.
The Vice Chairperson, NATFHE, BCFE Branch.
The Secretary, NATFHE, BCFE Branch.

From: B. Weaver.

Date 26.6.1985.

As I am unaware of the procedures relating to investigation of complaints.
Could you inform me which members of the Branch Executive are involved in
the procedures of investigation with regard to my complaint against D.Gates.

26-6-85

Shuk: Chairperson
Alan Day

Took over as Chair.
New - should be from
Whitson but - took over
after the initial complaints
reported to Cynthia.

to make clear that Alan Day
was to make initial enquiry -
Confer with Cynthia -
she advises that it would be
important to emphasize
to Alan Day that it is an initial
enquiry.



Bournville College

NATFHE branch

26th June '85

To: Dave Gates

From: Chair (Natfhe, Bournville)

Dear Dave,

I am writing to inform you that following your and Bis Weaver's agreement to the procedure and conditions as set out in Cynthia's letter dated 21st June I have contacted Alan Day, the Regional Official. ^{He} ~~He~~ has agreed to carry out an initial enquiry and has asked me to forward to him copies of all correspondence regarding this matter. He will contact you directly in due course to arrange a convenient time for a meeting but unfortunately this is not likely to take place before the 9th July. You may wish to provide him with further information directly but I would request that a copy is sent to me or at least a notification to this effect.

With regard to the concern expressed in the final paragraph of your letter, dated 28th June, in connection with Bis Weaver's approach to management, I can inform you that I have asked for a meeting with management to clarify the position. I shall write to you after this meeting.

Best wishes

Shuk
Shuk Nedjat

(Chair, BCFE Natfhe)

To: R. Downey.

From: B. Weaver.

Date: 26.6.1985.

Could you obtain for me as soon as possible the Further Education Sub-Committee's Policy Statement on anti-racism.

I understand from D. Hammond, the Deputy Chief Education Officer, that there is such a statement.

An early reply would be appreciated.

Mr Alan Day
Regional Official West Midlands
NATFHE
100 High Street
Uttocheter Staffs.
ST 14 7JH

4th July 1985

Dear Mr. Day,

Re: Your Ref BEO3/CW/BKW/ad/mb

I will be available after August 23rd 1985 and am prepared to meet you at my home.

Mrs Bismillah Weager
34 Christopher Road
Selly Oak
Birmingham
B29 6QJ

14th July

- * Contacted Bis. + Dave re. Penny Welch conducting investigation in place of Alan Day (to speed it up).
- * Dave agreed
- * Bis preferred to stick with arrangements with Alan Day - she has written to him to say that she'll be ~~at~~ available after 20th. Aug.

Sunday (4-7-85)

Schuckle Needyat phoned me at home.

Said P. Welch indicated she would be prepared to investigate complaint agst D. Gates, if I wanted a speedy investigation.

(Why did she do that? What made her think I wanted it seen to quickly?)

Explained many of the details of my complaint to Schuckle.

Monday (5-7-85)

Spoke to Shuck Needyat (at BCFE).

Gave him full details of harassment + abuse that I have been subjected to from D. Gates.

Indicated to him complicity of SP, NC.

He was top say the least amazed. He found it "unbelievable" that I should have been subjected to this treatment.

B.Weaver,
34, Christopher Road,
Selly Oak,
Birmingham,
B29 6QJ.

16th., July, 1985.

Mr.A.Day,
NATFHE,
Uttoxeter,
Staffs.

Dear Mr. Day,

On Sunday, 14.7.1985, I was contacted by the Chairperson, Bournville NATFHE Branch, who informed me that P.Welch, Regional Secretary, had indicated that she would be prepared to investigate my complaint against D.Gates.

The reason given to me was that if I wanted a speedy investigation of the issue she would be prepared to perform this function. I would like to point out to you that I have not indicated to anyone that I was not prepared to wait for you to make the preliminary investigation as agreed and I am not sure as to why this conclusion was arrived at.

I am somewhat confused as in your letter of 8.7.1985 you requested me to direct all matters relating to my complaint to you as you would be handling these matters.

I am writing to ask if you have asked her to substitute for you in this investigation.

Yours Sincerely,

To: The Chairperson, NATFHE, Bournville Branch.

From: B.Weaver.

Date: 17.7.1985.

Reference ^{your} ~~our~~ telephone ^{call} ~~conversation~~, Sunday, 14.7.1985, informing me that P.Welch had indicated that she was prepared to substitute for A.Day in making a preliminary investigation of my complaint against D.Gates.

This is to confirm our conversation in which I stated that I preferred to wait until A.Day could make the investigation himself as has been agreed.



NATIONAL ASSOCIATION OF TEACHERS IN FURTHER AND HIGHER EDUCATION

Regional Office: 100 High Street Uttoxeter Staffs ST14 7JH Telephone Uttoxeter (088 93) 66544

Mrs B K Weaver
34 Christopher Road
Selly Oak
Birmingham B29 6QJ

our ref BE03/CW/BKW/ad/mb

your ref

date 13 August 1985

Dear Mrs Weaver

Your letter of 16 July came here during my recent holiday but I am now able to deal with this and also your earlier note telling me that you are available in Birmingham after the 23 of this month.

Dealing first with my wish to meet you and your availability, it would be most convenient for me if we make that arrangement for the morning of Thursday 29 August. Unless I hear otherwise, I shall assume that will be convenient and I will call at your home at about 10.30 that morning.

As for the other issue raised by your 16 July letter, I am not aware of Ms Welch's intervention. I suspect that local officers may have been concerned by the delay which is unavoidable if a full time official is brought into a personal dispute between individual members and someone may have been exploring the possibility of a quicker resolution if it was handled by a local lay officer. No doubt Penny would be willing to help out if need be but my understanding is that you and Mr Gates have both accepted my involvement and I shall complete informal interviews with both of you before the end of September. At this stage I cannot say whether I shall be able to reach a quick conclusion; an objective which is influenced very much by the nature of any problem I identify.

My earlier request that you deal only with me was prompted by your letter of 3 July to Mr Mackney. That was sent after the case had been referred to me and I am anxious that you and others should know that the intervention of an official in any matter is conditional upon that official thereafter being the sole recipient of any correspondence related to the issue in question. That principle ensures the most orderly conduct of affairs and is intended to serve the best interests of all involved.

I look forward to meeting you.

Yours sincerely

A handwritten signature in dark ink, appearing to read "Alan Day".

Alan Day
Regional Official



This copy came into my possession in April 1986

NATIONAL ASSOCIATION OF TEACHERS IN FURTHER AND HIGHER EDUCATION

Regional Office: 100 High Street Uttoxeter Staffs ST14 7JH Telephone Uttoxeter (088 93) 66544

Shuk Nedgat
Chairperson NATFHE
Bournville College of Further Education
Bristol Road South
Birmingham B31 2AS

our ref BE03/CW/BKW/ad/mb

your ref

date 13 August 1985

Dear Shuk

Amongst the correspondence waiting for me when I came back from holiday were two letters from you; one dated 14 July and the other the 19 July. In the later letter you say that some enclosure in the 14 July letter was sent to me inadvertently and you ask for its return. There were only two attachments to that particular letter and it seems easiest for me to let you have everything back, having taken copies for my file in case any is relevant.

Whilst this simply inadvertency does not affect the issue in any way, I am bound to mention that an element of confusion appears to be developing even before I have seen Ms Weaver or Mr Gates in an official capacity. Ms Weaver seems to think that Penny Welch has replaced me and whilst Ms Weaver expresses surprise at this, it does look to me as though she is prone to write to a number of different people, including our General Secretary, about matters which affect her.

I hope to see Ms Weaver later this month (and Mr Gates in September) and I shall be explaining to her that once an issue has been referred to an official, the member is expected to deal only with that official and not to communicate with any third party without prior approval.

This principle ensures the most orderly conduct of affairs and I mention it to you and others who may be approached so that we avoid a situation in which a variety of related aspects are pursued by different people. I will, of course, arrange any necessary dissemination of non-confidential information to secure whatever understanding and co-ordination is needed.

Yours sincerely

Alan Day
Regional Official

Enc

BOUENVILLE CFE
BRISTON ROAD SOUTH
BIRMINGHAM

Dear Bis,

10th October '85

Re: complaint from B. K. Weaver

Alan Day, the Regional official of Natfhe, has asked me to inform you that he will be in the college on Friday 18th October.

From 11 o'clock onwards in the Union office, he will be available to speak to any members of the union who may have a contribution to make to the dispute.

Would you please let me know if there is anyone in particular who you would like to speak to Alan? I would like to be able to pass this information on before Friday so that Alan's timetable for the day can be arranged.

Following these discussions, Alan is hoping to be able to produce an interim report, copy of which will be sent to both parties for their comments.

Please do not hesitate to contact me should you require any further information

Yours sincerely

Jasen Pattinson

(Chair Baurnville CPE)

cc Mr. D. Gates

Ms. B. K. Weaver

Mr. Alan Day



NATIONAL ASSOCIATION OF TEACHERS IN FURTHER AND HIGHER EDUCATION

Regional Office: 100 High Street Uttoxeter Staffs ST14 7JH Telephone Uttoxeter (088 93) 66544

Ms B K Weaver
34 Christopher Road
Selly Oak
Birmingham B29 6QJ

our ref BE03/CW/BKW/ad/mb

your ref

date 27 November 1985

Dear Ms Weaver

I acknowledge receipt of your letter of 22 November and I have noted its contents and your detailed comments on the supplementary sheet.

I do not propose to respond in detail to your letter but I shall pass it along to the General Secretary to supplement a copy of my Report to him.

Yours sincerely

Alan Day
Alan Day
Regional Official

To: Secretary, Bournville CFE, NATFHE Branch.

Date 1st. December, 1985.

From: B.Weaver.

Now that the Branch Executive has had an opportunity to read Mr. Day's 'Report', I would like to draw the Branch's attention to the following points.

As most of the Branch Executive would not be familiar with the incidents in my complaint nor with the lack of validity in the comments made by Mr. Day, in his 'Report', I would ask the Chairperson of the Branch, who has tutored on Access New Way Course for almost four years, to address herself, on behalf of a Branch member, to the points raised below.

- a) The Chairperson of the Branch, in her Access New Way tutoring capacity, was at a Course Committee meeting, as was D.Gates, on 25th. June, 1984, when my role as Access New Way Course Coordinator, covering all Access New Way Courses in Bournville CFE, was reaffirmed. Therefore, contrary to Mr. Day's claim in the 'Report', my role as Access New Way Course Coordinator was not a 'perceived' or 'assumed' one but an actual and authorised one. (see copy of my attachment to the letter I sent to Mr. Day, 22nd. November, 1985) The Chairperson is in a position to confirm this as she was at the meeting. Mr. Day's comment regarding my role at BCFE is an erroneous one.
- b) The Chairperson is also aware of:
 - i) the recognition I have received in the field of Special Access within the College, the City and nationally.
 - ii) the manner in which I have performed my role as Access New Way Course Coordinator in order to earn this recognition.
 - iii) the work carried out by members of the Course Committee, comprising of members of the Polytechnic, the Community Relations Council, Bournville CFE staff, the External Moderator, many of whom are NATFHE members.
 - iv) the close monitoring by H.M. Inspectorate of the Access New Way Course, its structure, organisation, management, directorship and coordination, its staffing and curriculum, and the commendation that the Course received.
 - v) the close monitoring of Access New Way Courses by the DES and the recommendation by the DES that it is one of the best provisions in the country. Compare this with Mr. Day's attacks on my competence and integrity and on New Way etc.
- c) The Chairperson, in her tutoring capacity, was at a Course Team meeting, in May, 1985, when I was subject to foul mouthed abuse from D.Gates. There are many people who were present at the meeting who will confirm that the abuse took place and in the manner in which I have reported it. This incident was completely ignored by Mr. Day. (??)
- d) The Chairperson was also at a Course Team meeting, 15th. March, 1985, when copies of minutes of an unconstitutional meeting, chaired by D.Gates, were distributed by D.Gates to my colleagues and members of management. In these minutes I was specifically accused, without any foundation whatsoever, of creating uncertainties amongst students on the Access New Way Business Studies provision.

Contrary to what Mr. Day says in the 'Report', (page 10, point 4 (xviii) that the minutes were "later reported to a Course Committee meeting and this may have been seen by Ms. Weaver as an attempt to open up another avenue for introducing topics on to the Course Committee agenda" (sic it was a Course Team meeting) the Chairperson would know that these minutes were neither discussed nor was there any attempt to raise them for discussion. (One might ask the question as to why they were distributed as there was no attempt to raise any discussion on them)

Also, regarding the contents of the minutes, the Chairperson herself, in early

February, 1985, had spoken to these students as a group because, as she informed me prior to speaking to them, uncertainties existed amongst these students. The Chairperson's meeting with these students was prior to any contact I had with these students.

Mr. Day not only dismissed the unconstitutional meeting and the distribution of minutes which maligned me as of little significance but also misrepresented the manner in which the minutes were distributed.

As the Chairperson of the Branch has information about Access New Way and those incidents mentioned above which would show the glaring inadequacies, inaccuracies and omissions in Mr. Day's 'Report', does she intend to ask the Branch Executive to point out those deficiencies in Mr. Day's 'Report' with which she is familiar, not only to Mr. Day himself but to all those on the distribution list, namely, the General Secretary, the West Midlands Regional Secretary, the Birmingham Liaison Committee's Secretary.

THIS IS A DRAFT COPY OF A LETTER DRAWN UP BY THE
CHAIRPERSON FOR THE BRANCHE EXECUTIVE (SOMETIME IN DEC 1985)
Note point (C) page 2. (SHOWS HOW BRANCH CHAIR WOULD MISREPRESENT
INFORMATION - (IN CASE NAFFLE CALL FOR AS A WITNESS)

In a letter of 1st December 1985 from B.K Kader Weaver
to secretary of Bannville CFE, Natfhe branch I was
asked as Chairperson of the branch, who has tutored
on Access New Way for almost 'four years' to
address myself, on behalf of a branch member to a
number of points (see letter enclosed).

(a) It is true that I was present, along with a number
of staff including Mr D. Gates, at a meeting on 25th
June 1984 when B. Weaver's role as Access New
Way Course Co-ordinator, covering all Access New Way
courses in Bannville CFE was officially reaffirmed. At
no point in that meeting did I, or any other
staff, raise objections to that role. I believe (although
memory fails me a little) that some mention was made
of the very wide brief for that role and the seemingly
unnecessary dotting of the 'i's and crossing the 't's'
(see document enclosed)

I think it is important to point out, however, that this
document had not before then been ~~of~~ discussed in an
official forum although we all perceived Bis in the
role of co-ordinator.

(b) I am aware of the recognition that Bis in
particular, and other members of the Access team,
has received ^{for the Social Studies New Way course} within the College, the City and
nationally. This recognition refers specifically to
the Social Studies New Way Course which has
~~been running since September 1980~~
Bis has proved herself to be a very capable
and efficient co-ordinator.
If there is any inference ~~to~~ to be drawn from

Alan's Day's report on Bus' competence and integrity then
this should be rectified.

role of the
I would however, state that the Course Committee
as a body overseeing New Way has become
less significant. That is not to undervalue
the tremendous work of some of the members,
namely the External Moderator, but I would
comment that the meetings no longer have a major
impact on the running of Access.

(c) I was present along with other members of
staff at a Course Team meeting in May 1985. ~~On~~
~~that occasion Dave Gates responded heatedly~~
~~to the lack of work~~ The discussion ^{had} moved on
to lack of publicity for the Business Studies
option on the New Way special Access course.
~~Before any further discuss~~ when D. Toeman as
Chair of the meeting closed the meeting - Dave
lost his temper and said to Dave Toeman,
"Will you tell members of you dept to get their
fucking fingers out."

It is true to say that there is no mention of
this in the report. This should be rectified

(d) I was present at the Course Team meeting on
15th March 1985 when copies of the S. Studies meeting
were distributed. As I had no knowledge of the
meeting which had taken place or the discussion
that had ensued, I ^{renewed} ~~renewed~~ the minutes
as other members of
staff did and made no comment.
(check on minutes)

recognition for the work of B. Weavers and
colleagues. ~~Access~~ colleagues

It is true that uncertainties did exist among the students,
as in fact they do among the students on the Special
Social Studies course and I did speak to the
students in early February. I clarified for the
students the ~~area they were~~ ~~concerns~~
exists to higher education from a course such
as arts and informed them where other students
had gone. I asked if there were other problems
but no-one raised any with me.

This is my statement for Branch EXEC to
decide what to do with -



NATIONAL ASSOCIATION OF TEACHERS IN FURTHER AND HIGHER EDUCATION

Regional Office: 100 High Street Uttoxeter Staffs ST14 7JH Telephone Uttoxeter (088 93) 66544

Ms B K Weaver
34 Christopher Road
Selly Oak
Birmingham B29 6QJ

our ref BE03/CW/BKW/ad/mb

your ref

date 2 December 1985

Dear Ms Weaver

Thank you for writing to me on 26 November and whilst appreciating the detail of your comments, I feel it would be inappropriate for me to respond without first having the advice of the General Secretary. As you know, I referred your letter of 22 November to him and I will add to that your latest communication.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'Alan Day', is written over the typed name.

Alan Day
Regional Official

To: Secretary, Bournville NATFHE Branch.

From: B.Weaver.

Date: 3rd. December, 1985.

Please find attached copy of a letter to Mr. Day for your information.

Could you please supply me with the names of the Committee Members who attended the Branch Committee meeting which met and decided on suggesting that Mr. Day, Regional Full-time Official of NATFHE be approached and asked to carry out an initial inquiry into my complaint against D. Gates.

11/12/85/10

Alan Day Regional Official West Midlands



NATIONAL ASSOCIATION OF TEACHERS IN FURTHER AND HIGHER EDUCATION

Regional Office: 100 High Street Uttoxeter Staffs ST14 7JH Telephone Uttoxeter (088 93) 66544

Ms H Stretton
Sec NATFHE
Bournville College of Further Education
Bristol Road South
Birmingham B31 2AJ

our ref BE03/ad/mb

your ref

date 10 December 1985

Dear Heather

I am writing to confirm the substance of our recent telephone conversations with particular reference to the responsibility of local Officers in the handling of individual 'case work'.

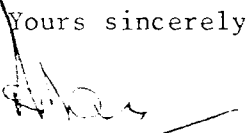
The Association and its predecessors have recognised that case work can only be handled successfully if there is a single controlling authority, usually requiring one Officer or Official to be in charge. It is also customary that local Officers are relieved of responsibility once a matter has been referred to the General Secretary, either directly or via an Official.

In keeping with this procedure, the recent case involving Ms Weaver is initially my concern and whilst appreciating the advice of local Officers, I have to require that they do not involve themselves directly in the affair.

As you know, it became my responsibility by a reference from the General Secretary and as my efforts to reconcile the parties have so far failed, I have sought further advice and instructions from the General Secretary.

Until that is forthcoming I can take no further action and no doubt you will explain this position to anyone who may approach you.

Yours sincerely


Alan Day
Regional Official

cc Mr P Dawson
Mr D Evans
Mr R Doughty

Bis - The letter I wrote to The General
Secretary, Peter Dawson, (9.1.86)

12/12/85/11

Bournville College of Further
Education,
N.A.T.F.E. Branch,
Bristol Road,
Birmingham,
B31.

(021) 476-8211 ext 204

12th December 1985.

Dear Dear Mr. Dawson,

I understand from Alan Day that he has referred an item of casework to you involving two members of Bournville NATFHE Branch, concerning a complaint made against Mr. David Gates by a Ms. B. Weaver.

The matter is of an extremely sensitive and delicate nature and we feel, therefore, that an early solution is desirable in the interests of NATFHE, both at Branch and Regional level.

To this end I would be grateful if you could advise me of the timetable you envisage concerning the above.

Yours Sincerely

Heather Stretton.

Heather Stretton - Secretary Bournville NATFHE Branch.

24th December 1985

Dear Jane,

Please find enclosed details of the complaint I have outstanding in the union.

I will provide you with further correspondence as necessary.

See you on the 4th of January at 2.00pm

Yours sincerely

Bob Weaver

34 Christopher Road

Selly Oak

Birmingham B29 6QJ