

Child Abuse

An independent investigation
commissioned by Clwyd County Council

Period 1974-1995

RECORDS CENTRE
58458
PLEASE RETURN WHEN NO LONGER REQUIRED

2.0 TERMS OF REFERENCE

- 2.1 Draft Terms of Reference were discussed with the County Council prior to the Panel commencing its work in March 1994. During the early months of our work some lack of clarity emerged as to the extent of and limitations on the remit of the Independent Panel.
- 2.2 Consequently in November 1994 the Panel wrote to the Director of Social Services pointing out that final Terms of Reference had not been confirmed. A reply was received dated 30 November 1994 saying that the County Solicitor and the Director were in a position to set out finalised Terms of Reference. These are set out below.

CLWYD COUNTY COUNCIL

INTERNAL INVESTIGATION BY INDEPENDENT PANEL

Terms of Reference

The County Council has appointed John Jillings as Chairman of an independent panel to conduct an internal investigation for the County Council into the management of its Social Services Department from 1974 to date with particular reference to and emphasis upon what went wrong with child care in Clwyd in the light a [sic] number of incidents and convictions culminating in the conviction of Stephen Norris in November, 1993 of further offences committed against children in the care of the County Council.

The panel will inquire into, consider and report to the County Council upon:-

- 1) What went wrong,
and
- 2) why did this happen and how this position could have continued undetected for so long
and in particular will examine:-
 - a) The recruitment and selection procedures of staff within the Social Services Department of Clwyd County Council.
 - b) The management and training of such staff.
 - c) The supervision of and reporting procedures for such staff.
 - d) The complaints procedure for children in care both as it was stated to be and as it actually operated or failed to operate.
 - e) The role of other agencies both private and public sector.
 - f) The procedures and standards adopted in considering -
 - i) appropriate approvals for foster carers and others in the context of child care and
 - ii) references for staff leaving or seeking to leave the employ of the County Council.
 - g) The extent to which the measures introduced within the Social Services Department since the first conviction of Norris are appropriate and sufficient to ensure the proper care and protection of children for whom the County Council has responsibility.

The copyright in the report will rest with the Clwyd County Council and neither the whole nor any