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DPA

451

24th July 1989

LA-F4

DPA

Dear LA-F4

RE: FINDINGS OF DISCIPLINARY HEARING HELD ON DPA 1989

I am writing to inform you of the findings of the above hearing.

The disciplinary considered the charge of gross misconduct.

1. That you sexually abused one or more children resident at Angell Road Children's Home who were placed in the care of Lambeth Council.
2. That you engaged in an inappropriate personal relationship with a parent whose child was in the care of Angell Road and in so doing compromised your professional role as a Lambeth Council Officer. This contravenes Section Seven, paragraph 70(b) of the National Joint Council Conditions of Service which states "An officer's off duty hours are his personal concern but he should not subordinate his duty to his private interests or put himself in a position where his duty and his private interests conflict".
3. That you behaved in a way incompatible with your position as a Residential Child Care Officer and contravened Section Seven, paragraph 70(a) of the NJC Conditions of Service which states that "The public is entitled to demand of a local government office conduct of the highest standard and public confidence in his integrity would be shaken were the least suspicion to arise that he could in any way be influenced by improper motives.

Findings of the Disciplinary Panel

After listening to all the evidence offered. The panel found that all three charges are proven. The panel have very carefully sifted through all the evidence and set aside any pieces of evidence which they found in any way questionable. The views have been formulated taking into account the pressures on you and the positive and negative influences of the various strategies used to try to help you. The panel have to say that no shortcomings in these strategies, or in the way in which the allegations have been dealt with by staff or management in any way affect the seriousness of your actions nor the panel's subsequent decision.

The panel would recommend to management that they work closely with the Child Protection Co-ordinator to implement clear working practices where allegations of child abuse and child sex abuse are raised, so that no one member of staff can appear to carry the responsibility for surfacing evidence.

The panel would also recommend to management that all staff are instructed to make corrections in records only by striking out or subsequent written correction.

With regard to the use of taped material the panel would recommend that no staff member is allowed to use tape recordings unless they have been appropriately trained to do so.

The Director of Social Services and Management Sub-Committee have accepted and agreed the recommendation to dismiss. You are entitled to appeal against the decision to the Director of Social Services, stating your reasons in writing. You have 10 days, upon receipt of this letter to appeal.

If you have any query regarding the contents of this letter please contact me on extension 451.

Yours sincerely,

DPA

Yvette Adams
Personnel Manager

DPA