

Your Reference  
Our Reference

Tel: No. 01-720 0220, extension **DPA**

Date 27 August 1986

# LAMBETH

Main Office Address  
Mary Seacole House  
91 Clapham High Street  
London SW4 7TF

PRIVATE AND CONFIDENTIAL

RECORDED DELIVERY

Mr M J Carroll

**DPA**

CROYDON  
Surrey

Dear Mr Carroll

Disciplinary Hearing;

11 June, 9 July, 22 July and 18 August 1986.

I write to formally confirm the decision of the Disciplinary Panel which was conveyed to you at the conclusion of its final sitting on 18 August.

The Panel's findings are as follows:-

'On 9 July 1986 you were informed that the Panel's decision was that the first charge was proven. At that time the Panel were unable to reach a decision on the second charge until further detailed information on the offence and conviction could be considered.

This information has now been provided and following careful consideration by the Panel the decision is that the second charge is proven.

You were informed in writing on 22 April 1986 that should these charges be proven you may be dismissed from the Authority. This sanction has been given. Careful consideration by the Panel, in view of the nature of the offence and the nature and responsibilities of your work. Vulnerable children placed in the care of this Authority are children in trust: there are specific requirements from statute, clear expectations from the public and our own professional and moral standards which require us to protect these children from abuse.

This Disciplinary Panel acting on behalf of the Authority has the responsibility to ensure that any identified risk of abuse to the children in our care from our own staff is eliminated.

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We have taken into account the mitigating factors that the offence occurred twenty years ago, when you were a young man. The conviction on which we have now received documentary corroboration supports the evidence submitted by yourself to the Panel. Further, we have viewed your criminal offence in the context of your age at that time and the fact that you were in care and the detailed circumstances of that offence. Additionally, there is no evidence of any other offences or incidents of a similar nature, or managerial concern regarding your conduct and relationships with children placed in our care during your 8 years of service with this Authority.

In the light of these considerations it is the Panel's decision that you be given a final written warning that any further commission of a similar disciplinary or criminal offence will lead to proceedings for your dismissal.'

You are advised that under the Disciplinary procedure you have a right of appeal against this decision. If you do exercise this right your grounds of appeal must be submitted to the Director within five working days of the receipt of this letter. Such an appeal would be heard by the Director or designated Officers who were not members of the original Disciplinary Panel.

Yours sincerely

**DPA**

Wynford Jones  
SENIOR PERSONNEL OFFICER