

4.1 OUTCOMES

There is a definite need to state that management was ultimately responsible for the origination of mistakes which led to events occurring. In stating this the responsibility of the L.E.A. has to be noted in that inappropriate appointments were made, at a difficult time in a complex set of circumstances. This does not seek to pass off the responsibility of the L.E.A. It merely sets it in context and acknowledges, with hindsight, that more involvement should have occurred in order to monitor the situation. There was a lack of general description by the L.E.A. about the function of E.B.D. Schools.

4.2 The Head of school is responsible for the day-to-day running of the school. In this task, the Governors who have oversight of the school are there to critically support and assist. Where bad practice was occurring, the duty of these people to inform others who could have been of assistance but who did not do this, needs to be noted as failing in duties.

4.3 Senior staff members, who felt that the situation was getting out of hand, but felt unable to connect with anyone in authority to bring about change, must shoulder some responsibility.

4.4 Members of staff both teaching and non-teaching who had been in the school for the duration of these events and who have unwittingly fuelled the situation through whatever action of inaction must also bear responsibility.

4.5 The only staff who can be absolved of any onus concerning these events are those who have been appointed since the events. They have a responsibility to ensure that any of the previously mentioned behaviour and practice is NOT perpetuated.

4.6 The responsibility of promoting good practice in the future rests with ALL the above personnel. It is vital that good communication is put in place, a structure is implemented which will allow the skills and abilities of staff in post to positively enhance the culture of the school and that the provision of a caring, educational setting for the pupils is established. This demands a high set of personal and professional standards. This cannot be over emphasised.

4.7 The setting up of good links between the Authority and the school to assist, promote and facilitate the aims and objectives which will need to be formulated must be done immediately.