

of the school and the wooded area were disastrous in their total contributory effect.

2.6 STAFF COMMENTS

"There were always incidents of --- and --- setting each other up on the teaching side to try and get each other into a bad situation"

"I can quote evidence of senior management lying to me which I've never had in 20 years"

"I've seen a self-fulfilling prophecy of subversion and numerous anecdotes to sabotage attempts to improve methods"

"the kids knew they could manipulate ---- he was a very well meaning man"

"I asked one day what's going on in Norden? I was told --- was writing a 12 page document on this. I questioned why when I was a Grade -- I knew nothing, I felt I had been misused"

"his character wasn't able to make decisions, he was too unpredicable"

"I still feel the spontaneity of events needs to be questioned"

"listening to the boys when we were on the dormitories they said 'he stands over by the games room and he whistles, we know to let him in' you don't always know whether it's true"

"nobody liked working on Norden, the boys seemed naughtier and cheekier, we'd been finding Durex under the bed, we did find a number before and after the incident"

"it was a staff joke- no problem on Norden"

"new staff feel unhappy about the situation but old staff are also concerned about lack of information available"

"I was concerned that I didn't know anything about this, particularly because of the severity"

"I was told of sexual activities between staff and established that these were factual and not hearsay".

3.1 January 1991 - April 1991

The appointment of an Interim Head during the Spring Term of 1991 acted as a catalyst for some resolution to the situation. Much of what followed in the term paved the way for future practice in an attempt to address the very serious issues which still are being addressed today. The appointment of a permanent head and new staff members has caused different views and perspectives to be brought into a very disturbed atmosphere. There still remains elements of bad practice and staff who are not prepared to change their attitudes of behaviour.

3.2 STAFF COMMENTS

"I felt there was a poor model of operation for morale"

"I did feel there was a tendency for people not to address issues but personalities"

"there was not mutual respect either from teacher to care staff"