

manipulation of the circumstances by numerous key personnel in varying directions. This gave rise to inconsistency and extremely poor relationships.

2.4. STAFF COMMENTS:

"It was common for a cover person to go off site we're talking about Whitefield and Wardle"

"I have difficulties trusting some of the people I'm working with. I question whether these people will be competent to deal with my queries bearing in mind the way events were dealt with"/

"Teachers objected to the erosion of control"

"there was undermining of what we were trying to do"

"--- was unpopular with the teaching staff who I felt swung the lead"

"we felt like lost sheep as social workers within education"

"the Authority didn't seem to have a grasp of the situation. I don't know why whether it was senior, middle management or L.E.A. financial overloads"

"I never found the bleeper a problem, there wasn't anything I couldn't handle."

"as a group we found difficulties from teachers and also from junior care side. I was critical of their views too"

"people would go off sick if they didn't want to do things".

"Kids appeared to be incidental"

"I'm not aware of a person at the correct level not being on site"

"I've never had much faith in --- as a line manager"

"we didn't have a chance to develop any policy from 5's downwards"

"no-one should have done cover from off the premises. We were lucky there were no serious incidents"

"there was a lot of facilitating with wives and friends getting jobs"

2.5 RELATIONSHIPS WITHIN SCHOOL

Set against all this was evidence of relationships of a sexual nature between some staff in homo, hetero and bisexual liaisons which appeared to have had little regard for any moral tone that was being set within the school or for the model that was being given to pupils, some of whom were well aware of what was going on between staff. The long term involvement of a peripheral nature by "the intruder" with the school, combined with pupils' ability to read whether the incident in September 1990 was merely the culmination of a series of events leading up to it. The combination of both pupils encouragement of the intruder and vice versa, given an apparent lack of supervision, the physical situation of Norden unit in relation to the rest