

"did not recall any reports to Governors, but this could be looked up"

"it's easier to control children's overt behaviour-no-one had ever taken the issues of staff being here for long periods still functioning in the same way"

#### 1.5 THE RELATIONSHIPS WITHIN THE SCHOOL

As indicated in the preceding sections, relationships between the teaching and care staff did not appear to complement each other's roles or attempt any continuity of provision. It appeared to create a dual class of staff and with it poor relationships which neither helped staff, nor of more concern, the pupils they were there for. The system did not allow the professional role of care staff to develop and "good practice" was not questioned. Links with Social Services were inadequate. Evidence of a known sex offender having been on the scene at Knowl View long before September 1990 was felt to be a result of a strict regime which tended to force the problems within pupils underground rather than being addressed or attempting to be alleviated. There was conflict between remedial education for maladjusted pupils and individual behaviour modification programmes. None of the staff was well-prepared for developments in this complex area and confusion was quite common.

1.6 STAFF COMMENTS in the previous sections are further supported by: staff privately feared the amount of incidents. We had been reporting our concerns to line managers and were surprised that nothing had been done".

"teachers acted as control, care staff were considered as 2nd class citizens"

"--- was very much in charge I was employed to change (practice) but wasn't allowed to."

"Children had to drag wet sheets past other children when they'd wet the bed"

"the regime wasn't aimed at assisting kids with problems"

"there was no staff discussion about implications of the toilet incidents, merely a report of factual incidents"

"---- was I felt, brutal. The kids were physically frightened and one had suggested he had been hit with a cricket bat across the legs"

"I have been involved since the word go but have never been asked to talk about this (other than Val. Mellor) either by outside agencies or within school"