

Reports from M Poulton and S Bradshaw on resource/staffing requirements agreed	15th March 1991
Report from P Shepherd Health Education Unit, Rochdale Health Authority	20th March 1991
Investigation by Police and Social Services requested by DOE	11th April 1991
Social Services state no case to answer, therefore no investigation	30th May 1991
Police decline involvement as no infringement of the law.	
DOE requests Mrs V Mellor to undertake independent enquiry	31st May 1991
HMI visit school	3rd/4th October 1991
Mrs Mellor's report presented to LEA, staff, governors	March/April 1992
DOE requests report on Staff Behaviour to be undertaken by Chief Adviser and EO (Special)	May 1992

CONCLUSIONS

30 Staff Behaviour

- (a) The passage of time does not in itself protect staff from disciplinary action. As far as can be ascertained there is insufficient verifiable evidence to prove culpable neglect, fraud or incompetence by any single member of staff.
- (b) There was a catastrophic failure of leadership at the school which allowed poor practice and irresponsible behaviour to flourish under the guise of different philosophies. The various 'acting-up' arrangements did not help the situation but neither did they cause it.
- (c) There was a general refusal by staff to take ownership for the wellbeing of the whole institution and to develop whole-school policies for curriculum and care.
- (d) A high proportion of the staff had been in the school for a considerable time (see staff list). The following long-serving staff will still be in post in September 1992: