

professionals and have some parity with the teachers, yet once there is an opportunity to re-inforce this its thrown away.

When I arrived at Knowl View in april the school was basically at rock bottom , it had a Child Protection inquiry that would have made the Pindown Experience look like a day at the Sea side. The staff at that time were blaming all other factors for that happening , no-one asking themselves if any of their actions had contributed. Val Mellor still can't complete her report for fear of naming individuals who may have contributed.

I felt we had come a long way since then and made some good appointments but it seems as though the new members of staff are slipping into this Staff culture that existed and re-enforcing it.

I'll give you a few examples, I sick of writing memos that are totally ignored, what do we need to do implement Disciplinary action if they are not followed, The memo on phone calls, how many people have read it or entered these in the book. There needs to be some setting of example from the top downwards and an ownership of what is happening at Knowl View not just 'taking the piss' and a saying that oh its only Bradshaw and another memo, or we've heard it all before lets just weather the storm.

I was hoping now we had a full care staff team and a team that knows what is expected of themselves that I could leave them to get on with the job in hand and concentrate on the teaching group.

We have had a HMI inspection and expecting a report from Val Mellor that criticises the school's ethos and working practises, so we must be prepared to do something about it.

CONCLUSION

If staff do not want to work in that way or regard it just an easy option at Knowl View then they need to look elsewhere for work for with L.M.S.S. and budgetary control coming up we can not afford to carry and posts that are inefficient.