

Confidential

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Mrs. [REDACTED]
Knowl View School,
Norden Rd.,
Banford,
ROCHEDALE OLDA STR

4/11/86

Mrs. A. H. Taylor

3256

17th December 1980

Dear Madam,

Knowl View School

I am writing to confirm the formal warning and the instructions I gave to you when we met in my office on Thursday, 4th December 1980. This meeting concluded my interview with you which commenced on 23rd October 1980 regarding allegations which I had set out in my letter of 20th October 1980. You will recall that when we met on 23rd October 1980 you offered substantial comment on those allegations and towards the end of that meeting I felt it was necessary to adjourn to give further consideration to what you had said.

When we met again on Thursday, 4th December 1980 I began by saying that I was prepared to accept some of the comments you had made regarding the allegations set out in my letter of 20th October 1980. I went on however, to say that on reflection I felt that the principal grounds for concern regarding your conduct - and this had emerged from our previous meeting on 23rd October 1980 - was that you had made a personal and private friendship with [REDACTED] RO-A105 at Knowl View School without the knowledge of the Senior Houseparent who was responsible for [REDACTED] RO-A105 nor had you reported this friendship and its forms of expression to the Headteacher.

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At this point I emphasised that if you wished to have this new statement of misconduct conveyed to you in writing or if you wished to withdraw for further consideration with your union representative, or if you would prefer another meeting after you had considered the statement, I was prepared to agree to such a request.

In the event you accepted what I had said and I proceeded to give you a first and final warning to the effect that relationships which you make with pupils at Knowl View School must be professional relationships and conducted within the normal professional life and work of Knowl View School. This means that any repetition of misconduct on your part will require serious consideration being given to your continued employment with this Authority and dismissal will be a real possibility.

I then proceeded to give you two instructions, namely:-

- (a) that you must report on specific relationships with pupils

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