



Maye
Please hold out
other Campbell papers
Q. 4/4.
We should perhaps
keep all files
'current' for the
time being.

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Please quote in reply
Our ref: AVJ/MBN
Your ref: DSS/AR

29 October 1991

Mr D White
Director of Social Services
Nottinghamshire County Council
County Hall
West Bridgford
NOTTINGHAM NG2 7QP

Dear David

NORMAN CAMPBELL - CONVICTION FOR SEXUAL OFFENCES

Further to my letter of 7 October, I am now in a position to give you a more considered reply to your letter of 30 September.

I think our main concern, and one which we are inviting you to consider, is how Mr Campbell's activities went undetected for so long. It would be helpful if you were able to undertake a retrospective enquiry to review Mr Campbell's employment history with a view to discovering why decisions were made, whether there was information available at the time which should have led to different decisions and what might have been put in place or done differently that would have led to better decisions. A good point of departure would probably be the disciplinary hearing in 1988, which ended in "no further action because of lack of sufficient evidence". Was the correct burden of proof applied and should there have been sufficient, accumulative concern, to have led at least to an oral warning.

You may like to consider using an external "consultant" to conduct an enquiry of this kind. The purpose would be to inform the need for changes in management procedures. It would also serve to assess whether or not at any time the department had been negligent. You will need to bear in mind that this may become relevant if any of the victims of Mr Campbell sue the authority for damages. I assume that you will be taking into account the need to advise the young people concerned on the question of whether they may make claims under the Criminal Injuries Compensation Scheme.

In addition, we think that attention should be focussed on the counselling and support needs of the young people who have been victims of Mr Campbell's alleged behaviour.

I appreciate from your letter that you have already instigated enquiries of a similar kind. Your internal enquiry into the fostering arrangements as a result of a formal complaint has not yet reported. I would be grateful to have information on this when the enquiry is completed. I note that the ACPC procedures are being revised to take into account departmental advice to maintain a distinction between the need to follow the child protection procedures, any disciplinary action against staff and any investigation by the police into alleged criminal offences. Although these distinctions appear not

to have been maintained in relation to alleged offences against the young people when they came to light, I would appreciate having a report on the way in which your department is currently attempting to meet the welfare needs of the young people concerned.

Finally, I note that you are engaged in a process of attempting to learn the lessons from these events. It is difficult for me to judge their comprehensiveness from your letter, and you may wish to take into account our proposals in any procedure which you are setting up to ensure that lessons are learnt in a comprehensive and systematic way. I would be grateful to receive a report on the method you intend to employ and eventually to receive a copy of the report on the findings from any enquiry.

If there are any matters in this letter which you would prefer to discuss with me personally, I would be pleased to do so.

Yours sincerely

DPA

ALAN JONES
Assistant Chief Inspector