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DSS/AR

30 September 91

Dear Alan,

Norman Campbell - Conviction For Sexual Offences

Thank you for your letter of 3rd September. You may be aware that Mr. Campbell has now been sentenced on a number of charges and received concurrent sentences, the longest of which is 6 years.

Mr. Campbell has worked for Nottinghamshire SSD since 1980, gradually working his way up to become a Deputy Officer-in-Charge of a Community Home. During this time he became qualified (C.Q.S.W.).

In 1982 the Police were told of an allegation by some parents that Mr. Campbell had asked boys to pose for photographs. They investigated but found insufficient evidence to proceed. Mr. Campbell said that the complaints were malicious and followed his attempts to regain a stereo that had been stolen from his house.

In 1987 he fostered a boy of 15 who was in the Community Home he worked in. This decision was taken because the boy had had a long history of disruption in both Education and Care. He was being excluded from his fourth school and his residential placement was in the process of breaking down. Mr. Campbell had a very strong and positive relationship with the boy and so went through the vetting procedure to foster him. At some point after the fostering commenced, he began to sexually assault the boy having very effectively groomed him.

Mr. Campbell also worked for a wide range of clubs and organisations for adolescents. He used these activities to meet and groom disaffected teenage boys for his subsequent sexual activities as well as using the activities to offer plausibility and credibility in his dealings with parents and young people.

In 1988 a friend of the fostered boy was interviewed by the Police, having alleged a sexual assault by Mr. Campbell when he was staying there overnight. The fostered boy and young lodger however provided contrary evidence at that point, and the case did not proceed. An internal investigation and disciplinary hearing was carried out, but the decision

was no further action because of a lack of sufficient evidence. The issue from 1982 was brought into the hearing as was a concern mentioned by an Officer-in-Charge in 1983 which related to Mr. Campbell's apparent favouritism and play-fighting with a boy while they were all on holiday.

Mr. Campbell was suspended from duty on 27th June 1990 following reports that he had slept in a boy's room at the Community Home where he worked, and had also slept downstairs in the lounge with him. Although no sexual activity has been alleged, these departures from normal practice which were not recorded, caused sufficient concern particularly following the previous allegation and earlier concerns about him. Staff had already again spoken to the boy who made the allegation in 1988 and his family with the intention of running a new disciplinary hearing when Mr. Campbell's foster son started to make the allegations which resulted in the court case.

An extensive joint investigation took place by Police and Social Services. The case finally came to court on 10th September 1991 where four charges of buggery and six charges of indecent assault were laid against him. These charges involved a total of three boys, now young men. He was found guilty of the four buggery charges against one boy and of one indecent assault against each boy, and sentenced to six years plus concurrent sentences for the indecent assaults. All of the offences took place in Mr. Campbell's home except one indecent assault when his foster son joined him at the Community Home where Mr. Campbell was on sleep-in duty.

There was already an internal inquiry in progress looking at the fostering and the attendant factors as a result of the formal complaints made to the Department by the ex-foster son. This has yet to report and will indicate whether fostering or other procedures need reviewing or indeed whether they were followed in this case.

On the specific point you have raised about whether ACPC procedures were followed, they were more limited at that time in 1988, but have since been revised to include abuse in residential care and where the abuse is carried out by a non-family member.

This has obviously, been a very stressful time for the boys and for the staff closely involved. We are holding follow-up meetings to both de-brief and to ensure that we learn whatever lessons we can from this series of events.

Yours sincerely,

DPA

Director