

## **Scottish Child Abuse Inquiry**

Witness Statement of

HWJ

Support person present: No

1. My name is HWJ. My date of birth is 1957. My contact details are known to the Inquiry.

### **Background**

2. My employment started when I left school and worked at Lanarkshire Steel Works. I drove a forklift lorry for a company, then went on to St. Philips School. That was in 1977 when I was nineteen. I was at St. Philips for the next thirty-nine years. I retired from St. Philips in August 2015. I only ever worked at St. Philips for those thirty-nine years.

### **Qualifications/Training**

3. I left school with 'O' levels and I went on to do courses at St. Philips. I think I had an induction day when I first started and there was a psychologist that came in to St. Philips on the odd Friday to speak to staff groups. That was occasional, it wasn't regular. We also held staff meetings every Friday when the whole team were together.
4. My first training course was 'Caring for Children and Young People' that was with the Salvation Army in Glasgow. I then moved on to do my HNC at my local College. I then applied through the Catholic Consortium to do my Certificate in Social Services (CSS) and qualified in 1991 or 1992.

5. When I had my qualifications, I was offered the position of team leader followed by care manager, that was all at St. Philips. Regulations then came in and you had to have certain qualifications to be a manager, so I went on and did my MCI, management qualification which was a two-year course.
6. I was also an Internal and to some degree, an External Verifier for SVQ (Scottish Vocational Qualifications) which entailed looking at the work that assessors did.

### **Experiences at St. Philips**

#### *The Institution / Culture*

7. St. Philips was a large school set within its own grounds just outside Airdrie, between Clarkston and Plains. It educated and looked after young vulnerable boys. Boys were placed there through social work departments and assessment centres. We got most of our young people from a place called Larchgrove and from 1985, after the Social Work (Scotland) Act came in, we got young people through Childrens Panels. Everything changed within the care sector after that. We also got young people from Cardross.
8. When I started at St. Philips it had four new buildings or units. At first only one unit was in use, Morar, the others were empty, but gradually they all filled up. It was full to capacity after about a year, that was sixty boys. One unit had twenty boys, two had fifteen and one had ten. The units were called Morar, Mallaig, Arisaig and Lochailort, after West Highland places.
9. Boys would stay at St. Philips on average for about two years. They would arrive aged about twelve or thirteen and stay about two years. The age range for the boys was from about twelve to sixteen.

10. St. Philips was run and financed by all the councils in Scotland. They all bought into us, as a school offering them a service. From about 1990 onwards the children had to have Care Plans, targets and all that kind of stuff. It wasn't like that when I started, I can't remember doing a care plan for a young person at all when I first started. We did have reviews on every boy but everything became more precise with risk assessments and things being done the way they should be.
11. St. Philips was all boys and residential when I started but that changed later on when day pupils started to attend the school. In the nineties, when I was a manager, I had two boys come in as day pupils for educational purposes only. The day boy population then gradually increased so we eventually started a day boy unit, rather than have the day boys all attached to different units. I think we ended up with about thirty day boys coming in for education. Those boys were still disruptive and had special needs, so couldn't go to regular school. They came in and were taken home by taxi so it would have been at a cost to the local authority.

*My role and recruitment at St. Philips*

12. Working at St. Philips was a suggestion of my dad's. My father was a headmaster and he knew Mr Kane the headmaster at St. Philips. My dad suggested I should ask Mr Kane for a job. I did that and I was interviewed by Mr Kane and got a job there. I didn't need to supply references and I didn't have any probationary period. I started as a house father, helping with the day-to-day care of the boys.
13. I was nineteen and happy to have a job when I started at St. Philips. I hadn't done it before, so I had to learn the job through experienced members of staff. Most of the staff at St. Philips had come from St. Mary's in Bishopbriggs.
14. It was all about caring. The staff were all really nice people, sadly most of them are dead now. I thought the kids were fantastic, I was nineteen and the oldest kid was sixteen, so getting to know them was never a problem. I could get talking away to them whereas they might not talk to an older member of staff. It was great times, absolutely brilliant.

15. The staff were all very caring, very nurturing and the relationships were all good between the staff. There were the odd times kids might not get on with staff but that was to be expected with the type of children we were dealing with. A lot of them were coming to us with problems and in those days, there wasn't a great therapeutic approach to things. Getting the boys involved in activities, that was high on the list of priorities.
16. I started as a basic grade member of staff in 1977. I was then promoted to a team leader in 1990 when I came back from my Caring for Children and Young People training. I was probably the most experienced member of staff in my team at that time.
17. I then went on to do further training and after that things started to change with regulations, policies and the Care Inspectorate. Everything came in then. That was when I got the job as Care Manager. That was about 1993. I remained in that position until I retired in 2015. I was middle management, never a senior manager.

#### *Staff structure*

18. Bill Kane was the headmaster at St. Philips when I started. On occasions he could be quite forceful with staff. My way or the highway type of thing. After Bill Kane it was Paddy Hanrahan that was in charge. He made a lot of changes at the school, he had the dorms taken away and individual rooms put in. This introduced a lot more privacy for the boys.
19. Under Bill Kane there was a group of senior staff. They were Richard O'Dowd, Bill McGeechan, Jim Hughes and George McLaughlan. You would then come down to the four units, and each had someone in charge of them. I can't remember who they were when I started. When I started it was just the one unit and eventually they filled up and staff came in to manage them.

20. My line manager when I started was Bill McGeechan who worked in the unit with me. He taught me what to do; how to report write, how to deal with large groups of boys and all the skills I needed to learn.
21. It was long hours and we had to work overtime. It was called 'strenuous hours', we had to do 27 hours overtime a month. Sometimes I would go in for a Friday backshift, then do a full eleven hour day on the Saturday and Sunday, and get home at 5:00 pm after the Monday dayshift. I wouldn't get home until about 10:30 pm on the Saturday and Sunday so it was a hard enough job and there was a lot of stress in it.
22. When I was a team leader it was senior staff that managed us, there were no middle managers at that time.
23. St. Philips school was built with staff accommodation. There were six bungalows and senior staff were all housed on campus with their families. Mr Kane had the office building and he lived up the stairs from there, it was a massive old building.

#### *Recruitment of staff*

24. I wasn't involved in recruitment in my early days but I was later on. This was when I was a care manager, from around the early nineties onwards.
25. There would be lists of applications and myself and other managers would pick suitable applicants from the applications, bring them in, and interview them. We involved the children in those days as well. We would get boys to come in and take the applicants round the school. We would then ask the boys for their opinions.
26. I did the safe recruitment procedures, I checked the references that were provided, did police checks, all that kind of thing. I didn't personally contact the referees but I assume that happened.
27. We also had part-time workers, called sessional workers. They didn't have a full-time contract. Sessional workers would apply for part-time work and get called in to help

out. They would then be encouraged to apply for full time positions when they came up.

28. We did have some volunteer workers from abroad as well. I remember we had people from Canada and Norway. They were called CSV's (Community Service Volunteers) That was only in my early days, perhaps the first five years or so, it didn't last long.
29. There were no religious staff at St. Philips, not during any of my time there.

*Supervision / appraisal / evaluation*

30. I was involved in the management of staff both as a team leader and as a care manager. I supervised them in their work and I managed shift rotas, absenteeism, all the supervisory responsibilities. Supervision was a big thing at St. Philips, when the inspectors came in, they always went on about doing more supervision and making sure everything was getting recorded.
31. I spent a lot of my time on the shop floor watching, so you were there for the staff, giving advice and that kind of stuff. You would listen to the kids as well, they would talk away and tell you what they did and didn't like. The children had their own meetings as well. Staff would hold the meeting for them and we would have an agenda and minute it all.
32. Later on, all the complaints procedures came in and as a supervisor you would carry them out thoroughly as well.
33. There were three staff on each shift. There were three dayshift and three backshift. We had a permanent nightshift. The staff to child ratio was about three to twenty in Morar Unit and the other three had more or less the same number of staff but less boys. That was when we were at full capacity. There were three staff at the smaller unit but there were times I had to pull staff from there to help out at the bigger units.
34. When I started at St. Philips I lived about six miles away in Bellshill. St. Philips and a few other schools were part of the Cora Foundation. Following an incident where two

girls from the Good Shepherd School took their own lives various changes regarding risk assessment, supervision and care managers were made. In particular, care managers who lived more than six miles from a school had to live in a house that was only two miles away when they were on duty, so they were on hand. I believe that was one of the problems with the Good Shepherd, they couldn't get hold of a care manager.

35. Initially all the staff had access to all the boys' residential areas. There weren't any locks on doors, that all came later on. The nightshift team were responsible for the boys throughout the night with one person per unit and one senior staff member in overall charge of the whole school at night. There would also be an on-call manager who would be one of the senior managers residing in the school.

#### *Policy*

36. I didn't really have any involvement in policy, that would be for senior managers. When I was a care manager and the job got more intense and professional, I did get involved to some degree. This was through the care inspectorate with some recommendations and requirements, but not a lot.
37. It was senior management that would deal with policy on training, recruitment, staff appraisals, child protection, complaints all that kind of thing. A lot of it was already in place for us and I didn't have any involvement in making up those policies.

#### *Strategic Planning*

38. I wasn't involved in any strategic or forward planning. That was more or less all done by senior managers and external managers. We would have contributed through meetings and discussions but senior managers were the ones who would enforce that.

### **Children / Routine at St. Philips**

#### *Mealtimes*

39. There was a main dining hall at St. Philips, separate from the four units. For each main meal, breakfast, lunch and dinner, the boys all had to walk over to the dining hall where every child in the school had their meal. That was a skill in itself getting sixty young people together for their dinner. There was just two members of staff on duty for that. You could say that's when you learnt your trade.
40. The food was great, the boys had decent meals and if they wanted something like a chip buttie, they could have that. They got a choice, it wasn't a menu, but they got a choice and the food was good.

*Sleeping / shower arrangements*

41. In the big unit I was in, there were five dorms with four people in each one. There was a main corridor with the dorms off them. There was one communal shower in each unit as well. There was no privacy there, but there were separate toilets.
42. The showers were occasionally supervised. I would always have a quick look, because that's where you could maybe check for abuse, after kids came back from their weekend leave. You might see a scar on their back or something, so we did do that.
43. I did see boys with injuries, I once saw a boy with a mark on his back. It looked like burn marks. I told my senior, that was the process and he informed the social work. An interview with the lad would then have been arranged but I can't remember what the outcome was or who the boy was. Things like that brought our attention to child abuse at home and it was what we were told to do by senior staff. It was always on Sunday night after the boys came back from their weekend leave.

*Leisure time / trips and holidays*

44. We occupied the boys with activities most of the time. It was always structured and we always had loads on the go, there was nothing they missed out on.



45. Whoever the duty manager was at the time, would go round all the boys with a list of all the activities on offer for that night. That was Monday to Friday, weekends were different. At 6:00 pm. we would all go to the assembly room, we called it the play barn, it was also a gymnasium. We dispersed all the kids to the various activities. Everyone would be back for 8:30 pm. The boys would have a cup of tea or a cocoa in the unit after that and then it was lights out about 9:30 pm for the nightshift coming on.
46. We took them swimming, we went to the pictures, I started a pigeon club, we did loads with them. Don't get me wrong, sometimes you would go home and pull your hair out after a tough shift but we had some great times with the boys.
47. At weekends most of the boys would be on weekend leave so any that that were staying would all come together at one particular unit. They would still have their activities but it would involve less staff so other staff could have their weekend off.
48. Most years we went on a two-week camping trip up to Loch Morar. It was always in June or July and most of the staff went to that. We took tents and everything. We had a fantastic time. I still go there on family holidays, I love it. I still see kids in the street today, in Bellshill, who remember going on those trips and they talk to me about how much fun they were.
49. We did a lot of fishing with the boys on those trips but we also did hillwalking, cycling, you name it, we did things all the time. The chip van would come down, we would cook over a fire or with a wee gas stove, it was just brilliant with tons for us all to do.
50. I also took kids on an annual ski trip. We went up to a house in Braemar for about five days. I would take five or six boys at a time along with any staff that were capable of doing it. It was all quite costly though, hiring the instructors and the like, so we ended up getting a member of staff who was trained in outdoor pursuits. That was great as we could then take the boys cycling on the roads, fishing, the whole lot.

### *Healthcare*

51. There was a matron and assistant matron at St. Philips. They helped out with kids that had colds or cuts and bruises, that kind of thing. If it was at all serious the kids would be taken to Monklands hospital.
52. When I started, there was a Dr McKillop who was attached to the school, he had his own surgery, but he did come in to the school to give new kids a medical. Every young person who came in had a medical. I think that was statutory and it continued throughout all my time at St. Philips. Their medical records were kept in their files at the school.
53. If the young people needed to see the dentist we would take them to the local dentist in Airdrie.

#### *Schooling*

54. The school was internal, we had a classroom block. The children got up in the morning, went for breakfast, came back to the units and got taken to the classroom block where they were dispersed to their classrooms.
55. I can't remember the exact classroom set up, I think they all went to different classes and learned different subjects which all changed around. They had maths, English, history all that stuff. They had form teachers who were responsible for their education. I think one or two did 'O' grades but there weren't any scholars at our school, which was a shame.
56. I remember a boy, [REDACTED], who had been at St. Philips, I was his keyworker. He came back, when I was a manager, looking for a job. He'd become quite successful and was well off but wanted to give something back. He asked if he could do some sessional work, but when my bosses learned that he couldn't read they said no. He had been with us, as a young lad, for two years and hadn't learnt to read, so he couldn't read reports. That hurt me that one, it made me wonder what we were doing educationally if we were letting a young kid go out who can't read.

57. When I first started at St. Philips there wasn't any work experience, that all came later. There was a technical department so some subjects were covered but it wasn't until later on that the boys got the opportunity to go out and work at places. They did work experience at Bartlett's, the potato people, so some of them got a few hours a day of that kind of work.
58. The school produced reports on the boys, perhaps every six months or so, but that increased over time. There would be input from senior staff, the keyworker, the teacher, the social worker and the young person themselves, they would be involved.

#### *Chores*

59. The boys did do some manual work, things like weeding the driveways, but nothing major and no cleaning, as we had cleaning teams that came in.
60. There was a laundry block at St. Philips where all the clothing was washed. In the early days every kid was kitted out with jeans and jerseys and things, primarily because so many of them came in poor and dejected looking dishevelled and unkept. The clothing was all dark blue and they all wore much the same. The policy became that they should all be the same, although that did change over time, as they started to get clothing allowances and they could go out and buy their own clothes.
61. All the dirty clothes were handed in at nighttime. The boys all had a number which was on all their clothing. Everything went down to the laundry and got washed and dried and then we, the staff, had to go down and collect the baskets. That was some job. We then put all the clothes in piles in the linen cupboards for the boys to wear. The boys would sometimes help us out with that job.

#### *Visitors*

62. There were always visits by social workers, to see the young people. Parents didn't visit so much when I started at St. Philips. Parents are so much more involved now. In my early days some parents were glad to get rid of the kids.

63. Even the social work visits are more regular now, it's all very detailed with minutes and everything. Everything did change over time and visits and reviews all became more regular. It just evolved over time. I think the social workers would have spoken to the young people on their own.
64. I don't recall any visitors being vetted, certainly not when I first started. The boys weren't taken out of St. Philips with visits, not that I remember, that wouldn't have happened.

*Review of Care/placement*

65. St. Philips wasn't a secure unit. They did build a secure unit about 500 yards away and called it St. Philips Secure Unit but that was a different board of managers and staff that ran that. It was totally separate to our school and it didn't last long as a secure unit. It wasn't viable and closed after only two or three years. We actually then moved into that empty building. That was about 2005 but it wasn't great, I didn't like the set-up of the place, it looked too much like a secure unit.
66. In the early days at St. Philips school, dorm doors weren't locked and the boys could come and go and move about. Once the Care Inspectorate came in though, everything changed, it was like night and day. We had to put locks on doors, install fire systems, stop four in a room, it was all single rooms, so our numbers dropped right down.
67. When I first started at St. Philips, for a young boy to leave, it had to go through the Children's Panel. The panel would either accept what they were saying and let them go home, or the supervision order would be extended for another year, which meant they came back to St. Philips.
68. A lot was about the Care Plan. When I started there wasn't a great deal of care planning going on but we certainly knew what we were doing so if there was a young person who we felt was ready to go home, we would recommend that and there would have to be certain things in place for that to happen. Things like, how they were doing

at school, how things were at home, and what the social work were saying. It would always be the Children's Panel that made the final decision though.

69. Sometimes the boys would go to a panel with the pre-knowledge that they were going to be sent home. They would then go with their case and go straight home from the panel. In those cases, it was all premeditated and everything was arranged. Sometimes they hadn't been behaving and had been in a lot of trouble so they would have to come back or, with some, they maybe didn't make it and ended up in secure units as they were constantly absconding and just didn't buy into the whole thing at all.
70. St. Philips did give some support to the young people when they left. They were given clothes and some preparation for going home but that was more in my latter days. The whole Care Plan process became more significant over time, it was a lot looser in my early days.

#### *Discipline and Punishment*

71. Corporal punishment was allowed when I first started at St. Philips. Only senior staff could belt boys and if they did it had to be recorded in what was called the 'punishment book'.
72. Staff would write up what happened through the day at St. Philips, in what we called the 'occurrence book'. It was just a daily account of what was going on but it would include details of any incidents that might lead to a punishment.
73. Senior staff would then write up in the punishment book with what punishment was deemed necessary. That book was only used to record the use of the belt. That record also included how many times they were belted and the reason. It was like a bound book, twice A4 size, the books are very probably still at St. Philips. That was the way it worked and it obviously stopped when corporal punishment was banned. I never belted anyone so never completed anything in the punishment book.

74. All discipline, of whatever nature, was recorded and held in the individuals own file, which was kept in the senior's office down in Mr Kane's main office area. I don't remember there being an actual written policy or code in relation to discipline or punishment.
75. The older boys didn't have the authority to discipline any of the younger boys, there was nothing like that.
76. Behaviour that might end up being punished could be absconding, bad behaviour, like being sworn at, boys fighting with one another, that kind of stuff. I didn't ever physically discipline any boy during my time at St. Philips.
77. It wasn't just belting, there was curtailing of weekend leave and/or involvement in activities. That could be for kids who'd been absconding or had maybe been disruptive throughout the week. It would be senior staff that would make the decision about curtailing anyone getting home at the weekends. There was a meeting on a Thursday between staff regarding boys' leave then there was a further meeting on a Friday, called the 'Leave Meeting' where staff would discuss the weekend leave with the boys. The boys' behaviour throughout that week was discussed and they would be told if they were getting weekend leave or not.
78. That's changed now though, you would never take a child's weekend leave away from them now unless it had all been risk assessed. As days went on, children's weekend leave became less and less anyway, there was always less of a chance for them to go home because of what was going on at home. On most weekends most of the children stayed at St. Philips and it wasn't an issue for them.

#### *Restraint*

79. Restraint wasn't used in my early days. In my early days if a kid was disruptive or unsettled, I would take them out for a chat, and I would get them to calm down. Getting them out of the classroom set up was a start, but talking to them was what I found worked.

80. That was before we had proper support systems, we eventually established a day support unit in the school. That was after Bill Kane, it was a unit where team members could spend time with disruptive kids. If a teacher needed support, the staff would go and get the child from class and take them to the unit to talk to them and calm them down.
81. Sometimes they had to be taken forcefully because they were cracking up and that was the days when restraints had to be used. We used a method called TCI (Therapeutic Crisis Intervention). I think that came in some time at the start of the nineties. Bill Kane was away by then, so it would have been Paddy Hanrahan that was in charge. We were all trained in TCI and then received refresher training every six months. It was good because the last thing you ever wanted to do was to actually put your hands on a kid, but sometimes you just had to. That wasn't usual because we always did all we could to talk to them, that was the skill.
82. The use of physical restraint was always a last resort. If you were called to a classroom and someone was jumping about throwing things at people, you would always try to talk them out, but if they weren't cooperating you might need to go hands on and lead them out, as we were trained to do.
83. You would get kicked at and verbally abused but you did as you were trained. It was always recorded, I suppose there was a reasonable amount of restraint recorded. It will all be in the books and is probably still there now.
84. There were policies written on restraint but not in my early days. There were policy folders in the main office. I don't think they were in every unit, but there may have been, I'm not sure.
85. I would say that maybe once or twice I did see excessive restraint being used by staff on boys. It was always for the wrong reasons. A member of staff being called names and overreacting by getting physical too quickly. Perhaps not using their mouth first to deal with the situation. I can remember a couple being written up that were like that.

*Concerns about the institution*

86. I'm not aware of there ever being any concerns about St. Philips school. There were complaints from young people, but no outside agency concerns, nothing involving the council or the social work department, nothing like that.

*Reporting of complaints/concerns*

87. The young people were encouraged to complain. As a manager, I would be the one to start the wheels rolling with the complaints procedure if a complaint was made against any of my staff. The complaints procedure was basically that, as a manager, I would need to pass on a complaint about a staff member in my unit unless it was of a minor nature. If it was serious it would go to another care manager or a senior member of staff depending on the level of the complaint.
88. I would deal with minor complains within my unit and more serious complaints from other units. If I was dealing with a complaint I would deal with it myself, involving social workers from other units. If it was serious, senior social workers and senior management at St. Philips would deal with it and tell them what action was being taken.
89. Most of the complaints were minor and were about dinner and how to change menus and things like that. We would always try our best to accommodate the young people with minor complaints like that. Once we were down to six per unit it became quite easy to do that. If it was a minor complaint I would talk to the kids about it at our Children's Meeting every Wednesday. That meeting was pertaining to their life in the unit, their living circumstances, that kind of thing. We would not discuss any serious complaints at that meeting.
90. With a serious incident, obviously depending on what the accusation was, the action taken could be moving the boy to another unit or, if necessary, moving the member of staff. Senior social workers would then come in and take statements and continue with the enquiry. It could also lead to the staff member being suspended.



91. We did have that, when a member of staff was accused of punching someone. He was suspended and off work for almost eleven months. He was my deputy manager but I wasn't involved in that complaint. There was a court case for it and it was thrown out because the guy making the complaint was telling absolute lies. That was all recorded and followed up and the member of staff got his job back at the end of it.
92. When allegations like that were made, they were always dealt with and investigated with social work involvement. Everything was recorded and investigated and if it went to the police, it went to the police.
93. There was another complaint, in the nineties, where a member of staff was accused of punching a boy. It was a member of night staff and he was suspended until the investigation was completed. I can't remember the outcome of that but the member of staff is still working with children so it must have been accepted that there was no abuse.
94. Complaints were recorded and kept in every individual unit. Eventually they would head down to senior staff who would vet them and have a look to see if any changes needed to be made. They were kept in the main office with a copy also kept in the file for the young person they related to. The complaints files were one of the first things inspectors wanted to check when they visited. They wanted to see what was going on and get a feel for the place.

*Trusted adult/confidante*

95. The boys could speak to any member of staff, it didn't need to be a member of staff from their particular unit. They also had regular contact with their social workers and there were other organisations like 'Who Cares?' and others, who would come in and talk to the kids without the staff being there.

**Allegations of Abuse**

96. There was no definition of abuse at St. Philips. Everyone knew what it was but there wasn't a policy with an actual definition. We were dealing with kids that had been abused all their days. Latterly staff were doing in-service courses and SVQ's and things like that where they would learn about abuse and talk about abuse, so there were things like that.
97. In my time at St. Philips, I can say that I didn't ever see behaviour that I would describe as abuse. The belt was used, and at times was perhaps overused, but it was accepted then and other than that I never witnessed any form of physical abuse.
98. It was reported and complained about; boys complaining about being punched or not held properly, that kind of stuff but they were investigated. You would need to look at the records to see how many complaints of physical abuse were made. Children would complain if they didn't like you and might then make things up about you as well.
99. I'm sure that if a boy was being abused or ill-treated it would have come to light, without a doubt it would. When you're a new start you look to other people to help you but as you grow in confidence, you get to know the other staff. I had nothing but respect for so many of the staff at St. Philips and I just can't see how any would have harmed any of the children.
100. You gain confidence and you gain skills and if I'd ever seen any member of staff behaving in that way, I would have said something. If anyone was involved in abuse they would have been done, it would have been the sack.
101. I'd hate to think there could have been abuse take place at St. Philips and it went undetected. I suppose anything is possible but I don't think so, not when I was there.
102. I would say the best guidance that could be given to staff on how to treat, care and protect boys against abuse is through appropriate training. Latterly it would be through in-service training and induction, through getting qualifications and learning from the other staff that are there. Learning the tricks of the trade, as it were, through

experienced staff, so you can talk to young people, engage them and make yourself interesting to them.

### **Child protection arrangements**

103. There were child protection procedures in place at St. Philips. Every member of staff knew about the procedures relating to child abuse.

### **External monitoring**

104. There were inspectors and outside agencies that visited and inspected St. Philips but not in the early days. The Care Commission didn't come about until perhaps the late eighties.
105. I always remember the first inspection. It was a woman, she came in, sat down and went through her agenda. That happened three times to me when I was on. The kids were always involved as well, for feedback. The inspectors would give the boys paperwork to fill in and they would speak to the boys on their own. The inspectors then compiled reports with recommendations and requirements that had to be done. Those inspections were once, if not twice a year, and one was always unannounced. We would bring out all the files, supervision charts, logs and feedback. It's all on computer now but before that it was physical sheets.

### **Record-keeping**

106. I would say the record keeping at St. Philips was good. Latterly of course it was all on computer but part of our supervision was always going through the reports and making sure everything was there and copies were made. I think there was adequate information and record-keeping.

### **Investigations into abuse – personal involvement**

107. I received complaints about differing accusations that were made but I always passed them on to the social work. I didn't ever have any direct personal involvement in any complaints of abuse.

### **Reports of abuse and civil claims**

108. I was not involved in any civil claims made against St. Philips.

### **Police investigations/ criminal proceedings**

109. The only case I can remember that resulted in a police investigation I mentioned earlier in my statement. I had no direct involvement, it was dealt with externally and by the police but the case was thrown out. It got to court but because the boy was lying it was thrown out. The staff member was my deputy manager and was suspended from work for about eleven months. He was a good member of staff and came back to the same position.
110. I suppose we're open to that all the time so it is important that it's investigated and not just dismissed.
111. I've never given a statement to the police or Crown regarding alleged abuse and I've never given evidence at a trial concerning alleged abuse.
112. I don't know of anyone who ever worked at St. Philips ever being convicted of the abuse of a child or young person.

### **Other Staff**

HWI

113. I knew a <sup>HWI</sup> [REDACTED], I think he was <sup>HWI</sup> [REDACTED] and I think he was married [REDACTED] [REDACTED]. He was a good football player, and a good member of staff. He was a basic grade worker and would have been about twenty-five or twenty-six when he started, which would have been in the mid-eighties or thereabouts.

114. I don't think I worked alongside him. I did see him working and he was good with the boys, very pleasant and charming and with all the boys loving their football, he was well liked.

115. He ended up divorced and away from St. Philips. I don't remember ever seeing or hearing of him being involved in the discipline or abuse of any children.

<sup>GLM</sup> [REDACTED]

116. I don't know who that might be, I've no knowledge of anyone of that name.

<sup>HKL</sup> [REDACTED]

117. I do remember <sup>HKL</sup> [REDACTED], he was a member of the night team. I saw him working with the children, he was a lovely man, very compassionate, outgoing and just a smashing guy.

118. I didn't ever see him discipline any children. He left St. Philips because of ill health, I think about 2012.

<sup>HKE</sup> [REDACTED]

119. I don't remember that name at all.

<sup>HKF</sup> [REDACTED]

120. I remember <sup>HKF</sup> [REDACTED]. He was night staff. He was a deputy manager on the night team so would be supervising across all the units during the night. He was about

the same age as me, maybe a couple of years younger. There was an allegation made against HKF by a boy who said he punched him. The complaint was investigated by the social work and dismissed. I think that was because there wasn't any evidence and there was no police involvement.

121. I didn't see him discipline any children but I suppose that depends on how you define discipline. I may have seen him tell a boy off for his behaviour or for swearing but I didn't ever see him physically discipline any of the boys.

HYS

122. HYS was a member of the night staff as well. He was a basic grade staff member and worked permanent nights, as all the night staff did. I can't remember if he was allocated to a certain unit.

123. He was okay with the boys, he liked his camping and fishing so would take the boys on trips now and again. I never had any qualms with HYS at all and I never saw or heard of him disciplining any of the boys, that would have stuck out.

GXP

124. I remember GXP, he died about three years ago. He came to St. Philips as a sessional worker. GXP went on to become a basic grade member of staff and care manager, many sessional workers did that. When the number of boys reduced, around 2005, he managed Arisaig Unit, when it went from ten to five boys.

125. GXP was great with the kids, he engaged them well and was a good serious worker. I didn't ever see or hear of GXP disciplining any children.

GXQ

126. GXQ was a sessional worker who became full time worker, He was a nice guy, he was a hairdresser and used to give all the boys haircuts. He was a great golfer as well.

127. GXQ will be in his sixties now and will be well gone from the school. He was good with the boys and I didn't ever see or hear of him disciplining any boys.

GXS

128. I do remember GXS he was a sessional worker as well. He was ex-army and came in for a few periods here and there. He was attached to the day support team. He'll be about sixty now.

129. GXS was alright, I didn't see or hear of him disciplining any of the boys, if I had I'd have done something about it. He spent quite a lot of time in the day support unit, so he was quite good at settling the boys down when they had been acting up in class or whatever.

#### **Allegations that have been made to the Inquiry about me**

HUI

130. HUI has given a statement to the Inquiry. At paragraph 87 of his statement, he has said *"I can remember Mr HWJ was quite handy at kicking the boys in the unit, if they had done something wrong in his eyes. One of the boys he would kick was KNA KNA Later in life KNA suffered from depression and committed suicide"*

131. All I can say about this accusation is that it's absolute nonsense.

132. I can't remember a face to put to HUI but I feel I know the name. It's the same with KNA I can't put a face to the name. Both the names are familiar.

133. I don't know if I ever sanctioned or punished either of them, I can't remember. What's a sanction, if it's taking away privileges, then maybe I did sanction them, it's difficult to

be specific about that, I just can't remember. I certainly didn't kick anyone, that's nonsense. I did not abuse that boy.

134. The passage of time has not affected my memory in relation to what has been alleged.
135. I don't know what his reason is for saying that. Maybe he had a bad experience at St. Philips but I certainly didn't kick him or any other boys at all. I've never done anything like that in my life.
136. I accept that treating a child in that way would be abuse.
137. I would like the Inquiry know that I worked at St. Philips for thirty nine years as a worker and a manager and never had a single complaint made against me, by either staff or resident over that entire time.

### **Convictions**

138. I have no convictions at all.

### **Leaving St. Philips**

139. I left St. Philips in 2015, that was me retiring. I felt the responsibility was getting too much for me, I'd been in for two operations on my knee and I was given the chance to retire so I took it. I didn't go on to do any other work after that.
140. I did miss it and still do. There was a buzz about the place and it was a great place to work. There wasn't a great turnover of staff so there were staff there for long periods of time and that's still the case today, so that's a sign of job satisfaction.
141. A problem for me was always not being able to find out how children got on once they'd left St. Philips. We never really found out how successful we were but my theory was that the kids were well cared for, fed, educated and kept safe, so that was our job



done. I do think it was successful but it is hard to judge and it's hard when you hear about people who have been with us, taking their own lives.

**Helping the Inquiry**

- 142. I'm not sure why it is that people are now making allegations. Why do children wait until they're older and then make these allegations. It could be for financial reasons or other reasons, I don't know.
  
- 143. I think all the lessons have been learned and we're almost there at the moment. We've learnt from the past, we have all the complaints procedures. Kids have a voice now and there are various vehicles in place to report staff, there are safeguards in place, all that kind of stuff. Staff also have access to people they can speak to about other members of staff as well.
  
- 144. It's changed and it's changing all the time, and all for the better, that's my opinion anyway. The changes are good and things have come a long way but in my early days things were different, it wasn't necessarily worse. It's was just different, seeing improvements is obviously a good thing.

**Other information**

- 145. I have no objection to my witness statement being published as part of the evidence to the Inquiry. I believe the facts stated in this witness statement are true.

Signed.....  .....

Dated..... 1 - 9 - 24 .....