

Victoria Morel (ESC)

From: Natalie Spooner
Sent: 15 July 2014 15:05
To: Sean Pontin
Cc: Sarah Hamon; Shirley Dimaro
Subject: Update [REDACTED]

Dear Sean

RE: [REDACTED] strategy meeting held today 15/07/2014

Education, Children's Service and Police representatives met today to discuss concerns around the above ESC employee.

It was clear from the meeting that [REDACTED] has been the subject of many investigations due to allegations from children about his behaviour towards them since 2000. All incidents have been investigated. Please find below the notes that I took in the meeting (Patricia Gouveia will provide a more comprehensive set of minutes in due course).

- **Operation Rectangle** – this was a Police investigation completed in 2009 due to allegations from young people who were at Les Chenes from 2000 -2003. 7 allegations were made against [REDACTED]. The themes of the allegations refer to [REDACTED] alleged use of inappropriate constraint and force e.g. grabbing young people around the neck, pushing them into walls. [REDACTED] was part of this investigation – she alleged that she had been raped by a member of staff at Heathfield – Sarah Hamon will check that this was followed up. Another young person [REDACTED] alleged that [REDACTED] had told him that she was "touched up" at both Heathfield and Les Chenes.
Outcome: Steve Baker (Crown Advocate) concluded that the evidence gathered from the young people did not meet the evidential test. Staff at Les Chenes did not raise any concerns. Some of the young people had injuries that were assessed as consistent with the accounts they provided. [REDACTED] was made aware of this investigation. NFA.
- [REDACTED] – March 2010 [REDACTED] made an allegation of physical assault against [REDACTED]. [REDACTED] then made a counter allegation against [REDACTED] that he pushed her. She called [REDACTED] a "fucking paedo". [REDACTED] complained to ESC regarding [REDACTED] behaviour (physical and sexual) towards her daughter. Police investigated and felt that [REDACTED] allegation was false.
- [REDACTED] – May 2010 – [REDACTED] alleged that [REDACTED] made inappropriate sexualised comments towards her – e.g. come and sit on [REDACTED] lap, a comment about being hard, and "if you were older I would give you one". C/S and Police jointly investigated this. [REDACTED] during [REDACTED] said that [REDACTED] was "creepy as he touched her arm", "a perv". None of the staff at the [REDACTED] were concerned re [REDACTED] behaviour and said they felt [REDACTED] had taken a few of the comments he had made out of context. No complaint made – NFA. Referred to Education to manage [REDACTED].
- [REDACTED] (A/C trip) – Malicious damage was caused to the accommodation during this trip and the young people became out of control. [REDACTED] did not call the Police or report the incident to C/S or Police on his return. He had written up a report for his own information which he shared with [REDACTED]. [REDACTED] requested that this be shared with Children's Service. Allegations physical made against [REDACTED] – grabbing and pushing. NFA and referred to Education to manage.
- [REDACTED] – December 2013 Disclosed to [REDACTED] that [REDACTED] is grooming kids at the A/C. Feels weird around him. Recently touched her arm and called her little blossom. [REDACTED] felt uncomfortable and made links with her Father's behaviour towards her – sexual abuse. Did not wish to make a complaint to Police – scared of repercussions. NFA



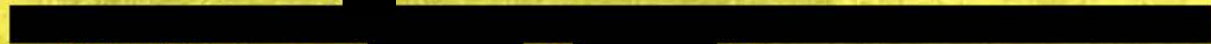
Themes:

- Allegations from young people span from 2000 – 2014 – these include male and female
- Inappropriate sexual comments towards female students
- Inappropriate touching on the arm towards female students
- Several Young people have referred to [redacted] as a “perv” and “paedophile”
- Inappropriate use of constraint and force – grabbing necks / pushing
- From an Educational Perspective it is unclear as to what work has been completed with [redacted] regarding his performance and behavioural issues.
- Culture of [redacted] – staff have never raised any concerns.

Actions:



- **Education:** Shirley Dimaro is meeting with Brenda Cochrane this week and will explore further what work Education has done with [redacted] To be fed back to NS and SH.



- **Children’s Service:** to read [redacted] and [redacted] files
- **Police:** Sarah Hamon to check re [redacted] allegations re Heathfield.
- **For this information to be shared with Senior management across the partnership – Education / Children’s Service and Police.** A decision will need to be made whether further work is required due to the number of investigations [redacted] has been involved in and the themes highlighted within the meeting. This may have resource implications. Is an analyst required? Who will take the lead on this?
- **Should a visit to [redacted] be conducted re [redacted]?**
- **Children’s Service:** to liaise with Jade Allchin regarding [redacted] and whether any further concerns have been identified re [redacted] behaviour towards her or others.

Thanks

Natalie



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