

1 Tuesday, 13 November 2018

2 (10.00 am)

3 LADY SMITH: Good morning. Today we start the hearings for
4 this week with another witness who's going to give oral
5 evidence and I'm going to start by inviting Ms Rattray
6 to tell me about that.

7 MS RATTRAY: The first witness this morning is Carol McBay.

8 CAROL MCBAY (sworn)

9 LADY SMITH: Please sit down and make yourself comfortable.

10 Now that the microphone is on, that should help you
11 to make yourself heard. It's very important that you
12 use the microphone so that everybody can hear you and so
13 that the stenographers in particular can hear you
14 because they listen through the sounds system.

15 I'm now going to pass over to Ms Rattray and she
16 will explain what happens next.

17 Questions from MS RATTRAY

18 MS RATTRAY: Good morning, Carol.

19 In the red folder in front of you you'll find a copy
20 of the written statement that you have given to the
21 inquiry. If you want to consult your statement or
22 if we refer to a passage in it, you can either look at
23 it in paper form or, alternatively, a copy of your
24 statement will appear on the screen in front of you, so
25 whichever is best for you.

1 Just to start with, if you could look at the paper
2 version and if you could turn to the back page, which
3 will be -- firstly, I'll give the reference of the
4 statement for our purposes, which is WIT.003.001.5457.

5 At the back page, which is 5491, can you confirm
6 that you have signed your statement?

7 A. Yes, that's correct.

8 Q. And at paragraph 168, just above your signature, if you
9 could confirm that you have no objection to your witness
10 statement being published as part of the evidence to the
11 inquiry and that you believe the facts stated in your
12 witness statement are true.

13 A. Correct.

14 Q. Carol, could you confirm the year of your birth; I don't
15 need the day or the month, simply the year.

16 A. 1947.

17 Q. We know from your statement that you were working for
18 Quarriers in three different locations --

19 A. Correct.

20 Q. -- and that was Quarrier's Village, Southannan School
21 and Seafield School.

22 A. That's correct.

23 Q. In terms of asking you questions, what I'm going to do,
24 I'm just going to clarify with you certain dates where
25 you were at Quarriers and the other locations and an

1 overview of that. Then I'm going to move on and ask you
2 questions in three parts, being in relation to the three
3 different settings.

4 A. Okay.

5 Q. We'll probably focus mainly on Quarriers and then on
6 Southannan and then really only touch on Seafield
7 towards the end.

8 A. Right, okay.

9 Q. As I understand it, and you can help me with this, just
10 in terms of dates of where you were, you started to work
11 as a house parent in Quarrier's Village on
12 1 February 1973?

13 A. Correct.

14 Q. You were there for 10 years?

15 A. Yes.

16 Q. And in January 1983, you then transferred to
17 Southannan School in Fairlie?

18 A. Correct.

19 Q. And you were a residential social worker there until --
20 and during that time you were promoted, as I understand
21 it, at the beginning of March 1988?

22 A. Yes, I think that's right.

23 Q. You continued to work at Southannan School, Fairlie,
24 until, and the date I have is 4 September 1995.

25 A. I can't remember when we moved to Seafield. I think

1 you've probably got that right.

2 Q. We do have certain records on that and I'll be bringing
3 you to those later on in your evidence.

4 At the beginning of September 1995, that was when
5 you transferred from Southannan School, Fairlie, to
6 Seafield School in Ardrossan?

7 A. Yes.

8 Q. And according to the records that I've seen, you were
9 there from 4 September 1995 until 8 May 2001.

10 A. Correct.

11 Q. And your post at Seafield School was as a senior
12 residential social worker?

13 A. Correct.

14 Q. Does that in general terms, albeit you can't remember
15 specific dates, accord with your memory?

16 A. Yes, it does.

17 Q. What I'm going to do now is ask you questions about
18 Quarriers, your time in Quarrier's Village, and at the
19 outset what I would like to do is ask you about how you
20 came to be employed there with a focus on any process
21 that existed whereby you applied or any checks were
22 carried out.

23 I understand that you had an informal connection
24 with Quarriers.

25 A. Yes.

- 1 Q. Can you tell me about that?
- 2 A. My husband's cousin used to run cottage 10. We used to
3 come up on holiday and go and visit the children and
4 things like that and we really enjoyed doing it.
5 Alistair, who's a senior social worker at Quarriers,
6 said why don't you apply for a job. And I thought,
7 that's quite a good idea. So then we went for an
8 informal meeting, interview, and then I went for the
9 actual interview with Dr Davidson.
- 10 Q. So you had an informal meeting and who was that with?
- 11 A. Just with Joe Mortimer.
- 12 Q. And what was Joe Mortimer's role there?
- 13 A. He was -- I don't know what his title was. He was
14 the mainstay, he was -- Dr Davidson was the, I don't
15 know what his title -- I can't remember what his title
16 was, and Joe Mortimer was his underling.
- 17 Q. You say in your statement you had an informal --
- 18 A. Sorry, superintendent I think his title was.
- 19 Q. You had an informal meeting with Joe Mortimer and then
20 in your statement you say you had an official interview
21 with Joe Mortimer and Dr Davidson.
- 22 A. Yes.
- 23 Q. Do you remember if there were any particular matters
24 that they were asking you about at the interview?
- 25 A. Not really. He just asked us whether we were Christians

1 and what attracted us to the place and just our
2 background, discussed our background and things like
3 that. They then said he would let us know whether there
4 was a place free.

5 Q. Did you have any particular childcare qualifications at
6 that time?

7 A. Not at that point, no.

8 Q. Did you have any particular experience in working with
9 children at that time?

10 A. No, not really. Only like my son's friends and things
11 when they used to come and stay and things like that.
12 They were just friends, but not in an organisation or
13 a nursery.

14 Q. And your husband, did he have any childcare
15 qualifications or work experience?

16 A. No.

17 Q. I'm going to ask you to look at some documents so we can
18 understand better what the recruitment process was then.

19 A. Right, okay.

20 Q. If I could ask you to look at a document which is
21 QAR.001.003.9761.

22 If you have a look at this document, what this bears
23 to be -- and it may not be a document you have seen for
24 a long, long time --

25 A. A long time, yes.

- 1 Q. But this and the following page appear to be an
2 application --
- 3 A. Right.
- 4 Q. -- for the job. Do you remember filling that out at
5 all?
- 6 A. No, it's too long ago. But it is my writing, so I can
7 confirm I did it.
- 8 Q. Do we see when we look at that form that you're applying
9 for the post of house mother and you have confirmed your
10 religious denomination?
- 11 A. Yes.
- 12 Q. You were asked to provide any details about your
13 education and qualifications.
- 14 A. Correct.
- 15 Q. At the time you had qualifications in typing and
16 bookkeeping.
- 17 A. Mm-hm.
- 18 Q. You were asked about your family, whether you were
19 married and have children.
- 20 A. Mm-hm.
- 21 Q. There are details to complete about your present
22 occupation, which was as bookkeeper.
- 23 A. Right.
- 24 Q. And also your previous employment and the various
25 positions you held there, which once again was your

1 bookkeeping experience?

2 A. Yes.

3 Q. On the next page, we see that it asked whether you did
4 have any experience for the post or dealings with
5 children, and as you've told us, you said no.

6 A. Right.

7 Q. And they've asked you about your hobbies and you liked
8 table tennis at the time.

9 A. Yes.

10 Q. And they ask whether you have any serious illness or
11 physical disability and you said no to that. You've
12 also provided the name and address of your doctor and
13 the names and addresses of two referees.

14 A. Mm-hm.

15 LADY SMITH: I see the names of the referees, and I don't
16 want to know any more details about them personally, but
17 how were they in a position to provide a reference for
18 you?

19 A. It was just that they knew us. That's it. T Cross,
20 he was a friend of the family, and the other one was
21 a family member.

22 LADY SMITH: Right. Had they got particular qualifications
23 of any sort themselves?

24 A. I don't think so.

25 LADY SMITH: Thanks.

- 1 MS RATTRAY: If we move now to document QAR.001.003.9755.
- 2 In fact, I think we see a copy of a reference that has
- 3 been provided, which suggests that -- it's dated
- 4 20 September, although it doesn't state the year, but we
- 5 think it was probably 1971.
- 6 A. Right. Okay.
- 7 Q. We see from that that essentially a brief character
- 8 reference --
- 9 A. Yes.
- 10 Q. -- has been provided, confirming that the referee has
- 11 known you for four years and the referee found you to be
- 12 reliable and trustworthy, although the referee was
- 13 unable to state whether you were suitable for the type
- 14 of work that you had in mind.
- 15 A. Mm-hm.
- 16 Q. If we can look briefly at another document,
- 17 QAR.001.005.9997.
- 18 I think we see that this is a letter of
- 19 21 December 1972. That was Mr Mortimer writing to you
- 20 and making you aware that there was now a suitable
- 21 vacancy for you.
- 22 A. Yes, that's correct.
- 23 Q. Following upon that, you got in touch?
- 24 A. Yes.
- 25 Q. If I could ask you to look at now QAR.001.003.9756.

1 I think what we see here is a brief medical report,
2 presumably from your doctor, dated 5 January 1973.

3 A. Mm-hm.

4 Q. Which is in rather typical doctor's handwriting, but
5 I think in general terms it certifies that you are quite
6 fit physically and mentally to work as a house parent in
7 a children's home.

8 A. Right.

9 Q. If I could now take you to QAR.001.005.9995.

10 If we scroll up the page what we see here, if you could
11 confirm, is a letter apparently from the secretary of
12 Quarriers Homes dated 11 January 1973, appointing you to
13 the post of house mother.

14 A. Right.

15 Q. That was subject to satisfactory X-ray and medical
16 certificate of fitness. We've seen your medical
17 certificate of fitness; do you remember getting an X-ray
18 at all?

19 A. No, I don't. I know I went for a medical, but I'm --
20 I might have gone for it, I can't remember; that was
21 1973.

22 Q. We see from this that your commencement date is
23 1 February 1973.

24 A. Mm-hm.

25 Q. And your first three months will be considered as

1 a probationary period.

2 A. Yes.

3 Q. And your salary was £1,029 per annum in conjunction with
4 board and lodgings being provided free.

5 If we see also at paragraph 14, towards the foot of
6 the page, in terms of providers, there is a reference to
7 there being a form of grievance procedure. It says:

8 "If you have any grievance relating to your
9 employment, you should put your complaint in writing to
10 Dr JR Davidson, the general director. Dr Davidson will
11 then have your grievance investigated and will discuss
12 your complaint with yourself and your trade union
13 representative ... and every effort will be made to deal
14 with your complaint as speedily as possible."

15 And you are to remember that:

16 "Some cases need time to be investigated fully."

17 A. Correct.

18 Q. When you arrived in Quarriers, were you provided with
19 any training?

20 A. I think we initially -- we did go into training, but
21 I only did, I think -- I think ... I can't remember
22 now. I think you had to have training -- you went in
23 for a month's training, but I ended up just doing
24 a fortnight or something like that because there was
25 house parents there that just up and left, so I went to

1 take over another unit, not the one I was supposed to be
2 taking over originally.

3 Q. Can you tell me a bit about what the training comprised,
4 what kind of things happened during the training?

5 A. You just ... Looked at the other house parents and you
6 monitored them. You just did whatever they were, it was
7 just to get a routine in the cottage and what the
8 children ate and how they were dressed and school
9 timetables, taking the children to school and things
10 like that.

11 Q. So in effect, you were in another cottage with another
12 house parent and you were observing what they were
13 doing?

14 A. Yes.

15 Q. And it was perhaps intended to be for a longer period,
16 but you ended up doing it for two weeks?

17 A. Yes.

18 Q. At the end of that two weeks, you were to step into
19 a cottage where the house parents had left suddenly?

20 A. Yes.

21 Q. Which cottage was that?

22 A. Cottage 31.

23 Q. Can you tell us a bit of the background to cottage 21
24 (sic) in terms of children? Can you remember how many
25 children were there?

- 1 A. Cottage 31.
- 2 Q. Apologies, 31.
- 3 A. Sorry, I switched off after you said the wrong number.
- 4 Q. Not at all. My fault.
- 5 Can you remember how many children were in
- 6 cottage 31?
- 7 A. Fourteen.
- 8 Q. And were they all boys, all girls or mixed?
- 9 A. It was mixed.
- 10 Q. What the age range?
- 11 A. From 7 to 14, something like that. There was no real
- 12 young ones there.
- 13 Q. For how long were you in cottage 31?
- 14 A. Cottage 6 was getting renovated, so I had to wait for
- 15 the renovation to finish in cottage 6. I would say
- 16 I was probably there two or three months.
- 17 Q. What happened to the children that you were looking
- 18 after in cottage 31 when you moved to cottage 6?
- 19 A. I took half the children from cottage 31 over to
- 20 cottage 6 and half of the children that originally were
- 21 in cottage 6 -- they amalgamated the two. That left --
- 22 any children that had already been placed elsewhere
- 23 while the renovation was done, they were allowed to stay
- 24 if they were settled.
- 25 Q. Who decided which children from cottage 31 would go with

- 1 you and which children would stay?
- 2 A. I presume it was Joe Mortimer and a social worker.
- 3 Q. You weren't involved in that?
- 4 A. I wasn't involved, no.
- 5 Q. You spoke about shadowing a house mother. With the
- 6 exception of that, was there any formal induction
- 7 procedure or --
- 8 A. No.
- 9 Q. Were you given any written instruction or guidance as to
- 10 how your job should be carried out?
- 11 A. I can't remember. I don't think I was given anything.
- 12 It was just that we put the children first and did all
- 13 we could for the children.
- 14 Q. So to what extent were you able to make your own
- 15 decisions as to how your cottage was run and to what
- 16 extent did it have to be run in accordance with what
- 17 Quarriers thought was appropriate?
- 18 A. Well, when I went there, a lot of the units, even the
- 19 units I trained in, were very, very strict. I didn't
- 20 particularly like that, so I slackened a lot of that
- 21 off. I took a lot of the daily chores away from the
- 22 children and we did it, the staff did it.
- 23 Q. So I take it from that, it was left to you --
- 24 A. Yes.
- 25 Q. -- as to how your cottage was run?

1 A. Yes. We all had -- whatever our strengths were, you put
2 that into the unit you were running.

3 Q. In what way were the other units or cottages that you
4 had observed strict?

5 A. Oh, the children did all their little daily duties and
6 things like that, like peeling potatoes, cleaning
7 everybody's shoes and things like that. I didn't like
8 that, so I did away with that.

9 Q. Was there any problem with you taking a different
10 approach? Was that approved of or otherwise?

11 A. I never really got any comment coming back, except that
12 the children seemed really settled and quite happy to be
13 in the unit.

14 Q. I think if we look at your statement at paragraph 11 on
15 page 5459, you have said that you got into some bother
16 for altering things that you didn't like and you were
17 frowned upon.

18 A. Yes, that was where I sort of didn't make the children
19 go to church twice a day. As long as they went to
20 church, they could choose whichever service they wanted,
21 but as long as they went to church once a day that was
22 fine with me and they didn't have to go down twice and
23 then sometimes to a Bible meeting, so they had a choice
24 of that.

25 I used to take the kids out, doing picnics and

1 things like that, and I got told off for doing that
2 because the grass was just to look at, they weren't
3 allowed to sit on it, but I continued and then a lot of
4 other cottages followed suit.

5 Q. So all the grass areas at Quarriers, were children not
6 allowed to play on them?

7 A. No, they had a big play park down the back and things
8 like that. But the grass was really decorative to the
9 village.

10 Q. In effect you were being told off for having a picnic on
11 the grass?

12 A. Yes.

13 Q. Who was it who frowned upon that and told you off?

14 A. Bill Dunbar.

15 Q. And what was Bill Dunbar's role that you recall?

16 A. He was -- Joe Mortimer was the superintendent -- it's
17 come to me now he was the superintendent, and
18 Bill Dunbar was his deputy, so I don't know whether
19 he was classed as a social worker or not. I don't know.

20 Q. In terms of your own -- if we talk about management and
21 line management, who was your line manager that you were
22 to report to?

23 A. If I had a problem, I just went to Joe Mortimer or, like
24 if the children had got a problem, if it was something
25 to do with the family of the children, I would go to the

1 social work department. You did have a social worker
2 that was allocated to your unit.

3 Q. Can you tell me now a bit about mealtimes --

4 LADY SMITH: Just going back to the people in charge, I've
5 got the picture that when you were interviewed, which
6 was about the September before you started, Dr Davidson
7 seems to have been the superintendent --

8 A. Yes.

9 LADY SMITH: -- with Joe Mortimer as his next in line --

10 A. Right, yes.

11 LADY SMITH: -- at that stage. I suppose you might not have
12 come across Bill Dunbar at the time of your interview;
13 would that be right?

14 A. Mm-hm, I didn't.

15 LADY SMITH: But your memory seems to tell you that, by the
16 time you were into doing the job, Joe Mortimer had moved
17 up into the superintendent's role and Bill Dunbar was
18 his next in line; is that right?

19 A. No. No, because when Dr Davidson retired, it was --
20 Dr Minto took over --

21 LADY SMITH: Right.

22 A. -- so Joe Mortimer was still in his same position.

23 LADY SMITH: Okay. So the role of overall superintendent,
24 was it a role that was senior to Joe Mortimer throughout
25 your time there?

- 1 A. Yes.
- 2 LADY SMITH: Right, thank you.
- 3 MS RATTRAY: If I can assist, I think my understanding,
4 my Lady, is that when Dr Davidson was replaced by
5 Dr Minto, he was referred to as the general director,
6 and under the general director was the superintendent.
- 7 A. Which was Joe Mortimer.
- 8 Q. I would like to ask you a bit about mealtimes. Were you
9 involved in the preparation of the meals or were meals
10 provided to you?
- 11 A. No, we cooked all the meals.
- 12 Q. I think in your statement at paragraph 17 on page 5461,
13 you tell us that you changed that meal system slightly
14 as well.
- 15 A. Yes. I introduced -- to me it was really ... I didn't
16 think it was a good thing to do to make everybody eat
17 exactly the same meal, so I did choices. I introduced
18 choices so there was two choices at the main meal every
19 day, so the children could pick what they wanted rather
20 than just be told what they had to eat.
- 21 Q. How did the children respond to having that choice?
- 22 A. Oh, they enjoyed it because they could get whatever they
23 enjoyed instead of just being given a meal. And if
24 a child didn't want it, you know, didn't like it, they
25 weren't forced to eat a meal they didn't like.

1 Q. So your changing of the way the cottage was run slightly
2 appears to involve giving children choice --

3 A. Yes.

4 Q. -- in some matters, whether it's going to church,
5 whether it's what they eat and so forth?

6 A. That's it, yes.

7 Q. Further down the page on which you're on, at
8 paragraph 20 you make some comments about the clothing
9 the children were. Can you help me with that? How were
10 the children dressed?

11 A. They were dressed okay, but it looked very
12 institutionalised because all their clothing came from
13 the drapery within Quarriers. They obviously made
14 clothes and different things there, curtains and stuff,
15 but a lot of the children all wore the same sort of
16 thing. There was no individuality there -- and they all
17 had duffle coats, which I hated. It was an
18 institutional thing. Everybody wore duffle coats.

19 Q. Turning to the question of school, to what extent did
20 you have involvement in the children's schooling?

21 A. Well, we made sure the children went to school and
22 things like that. If there were any problems within the
23 school, we would go down to the school and try to sort
24 the problem out, speak to the headmaster and different
25 things like that.

1 Q. In relation to parents' evenings, was that something you
2 had to deal with?

3 A. I think I did go to one parents' evening. I can't
4 really remember, because it was Quarriers School at that
5 time when I first started there, but then the children
6 were bussed out to local schools to make it more normal
7 for them.

8 Q. At that stage -- I think you indicate in your statement
9 at page 5462, paragraph 23 that it was the social work
10 department within Quarriers that liaised with the
11 external schools.

12 A. Yes.

13 Q. And you didn't have much interaction with them?

14 A. No.

15 Q. At paragraph 24 you tell us about children's homework.

16 A. Yes.

17 Q. Where in the cottage were children able to do homework?

18 A. Well, I think nine times out of ten we did it in the
19 kitchen because that's where the table was and we sat at
20 the table and did homework. But there was also
21 a homework class that was started up that the children
22 could go to.

23 Q. And whereabouts in the village was that?

24 A. That was in ... I can't think of the ... I think it
25 was Bethesda.

- 1 Q. Can you remember when the homework class was started up?
- 2 A. That's when we started the children going to outside
3 schools to make things more normal for them. I've
4 forgotten the name again, but she came in, it was
5 a teacher, and she came in and took the homework
6 classes. The children could pick whether they wanted to
7 do it in the unit or they went over to the homework
8 class.
- 9 Q. I think at the top of page 5463, the last part of
10 paragraph 26, you tell us that there was also a library
11 within Quarriers where the children could go.
- 12 A. Yes.
- 13 Q. Was the library there when you arrived in the early
14 seventies?
- 15 A. I think it was, yes.
- 16 Q. Was it a well-stocked library, can you remember?
- 17 A. A lot of the stuff was based around children's reading
18 and things like that. I think it was well-stocked.
19 They put new books in every so often and things like
20 that.
- 21 Q. Did children have to go to the library to read books
22 there or was there a borrowing system where they could
23 bring books back to the cottage?
- 24 A. I can't remember, I'm sorry.
- 25 Q. That's okay.

- 1 When you were at Quarriers you had a young child?
- 2 A. Yes.
- 3 Q. To what extent was your family life, your husband,
4 yourself and your young child, to what extent was that
5 separate from the children in care or to what extent was
6 it mixed with the children in care?
- 7 A. We sort of just mixed in as a big family. We actually
8 ended up swapping rooms. I had my own sitting room, and
9 then there was a big TV lounge for the children. But
10 every night, because we encouraged the children to come
11 and sit with us, our sitting room sort of was too small
12 so we ended up moving into the big room and the kids
13 just sat with us at night and things like that. And
14 their sitting room really got used for meetings and
15 things like that.
- 16 Q. What about meals? Would you eat these separately or
17 with the children?
- 18 A. No, we all ate together.
- 19 Q. I'm going to ask you a little bit about trips and
20 holidays. You tell us that the children went on holiday
21 to Turnberry, but you also arranged more trips --
- 22 A. Mm-hm.
- 23 Q. -- than that. Can you tell us about what further trips
24 you organised?
- 25 A. I did a trip to London, so the children could see what

1 London was like, took them round all the sights and
2 things, and at that time I farmed the children out to
3 our own family and things like that, which obviously
4 wouldn't be allowed today. But the kids thoroughly
5 enjoyed it, we were up at Trafalgar, up in London
6 itself, Buckingham Palace, and when we got back we did
7 a big journal with photographs and all the little
8 comments for the children, what they learnt about the
9 place, and they went round St Paul's and things like
10 that, and thoroughly enjoyed it.

11 Q. Did you need to get permission from anyone before
12 you were allowed to do that?

13 A. Joe Mortimer, he agreed and allowed us to use the school
14 minibus and everything else was funded by me. Then
15 I did a trip to Blackpool for the children and I held a
16 coffee morning to raise funds for that.

17 Q. Did you say something was funded by you?

18 A. Yes, all expenses. I was given some money to feed the
19 children, but any other expenses and stuff like that, we
20 funded.

21 Q. Obviously the children were staying with members of your
22 family who you may well know and trust --

23 A. Yes.

24 Q. -- but who wouldn't have been known by Joe Mortimer or
25 the management at Quarriers. Do you know whether they

- 1 asked for any details or carried out any checks as to
2 where the children might be staying?
- 3 A. I don't think they carried out any checks -- they might
4 have done that I wasn't aware of, but I had to give the
5 addresses of where the children would be staying and all
6 they did. They slept there at night and we went round
7 in the minibus every morning and gathered them up. But
8 there was myself, my husband and an auntie, and we all
9 stayed with the children in the different houses with
10 the family. So they weren't isolated; there was still
11 somebody there that they knew.
- 12 Q. You mentioned an auntie; what staff did you have in the
13 cottage?
- 14 A. An auntie, which was a -- they were always called
15 aunties, I don't know why, but it was like a support
16 staff, and a domestic, a cleaner.
- 17 Q. Did the auntie and the cleaner just come in during the
18 day or did they ever stay?
- 19 A. Initially they just came in through the day, but then
20 when our contracts got changed and we were allowed away
21 for 24 hours -- because initially you were just away
22 from 9 o'clock in the morning until 10 o'clock and that
23 was my day off. But then we were granted an overnight,
24 and that's when the auntie would sleep in. But that's
25 the only time.

1 LADY SMITH: Did I pick you up right, you had both an auntie
2 and a person who provided domestic cleaning help?

3 A. Yes.

4 MS RATTRAY: You have explained earlier that you didn't
5 expect the children to carry out certain work in the
6 cottage. You expand upon this at paragraph 30 of your
7 statement at page 5463. You took a lot of the
8 children's duties away from them.

9 A. Mm-hm.

10 Q. You describe the first day you started when something
11 happened; can you tell me about that?

12 A. I arrived at the unit and the children were all, hello,
13 hello, we were all introducing ourselves and getting to
14 know each other. Then this one lad came up and said,
15 "I've done the tatties", and I said, "Sorry?" and he
16 said, "I've done the tatties". I said, "can you show
17 me?" because I hadn't a clue what he was saying, I'd
18 never heard the word before. He took me down and it was
19 in a great big, cold shed at the back of unit and he had
20 stood there and peeled the potatoes for me for dinner.
21 That was one of the duties I took away because I didn't
22 think it was fair that children should be peeling
23 potatoes.

24 Q. It's not just peeling potatoes, but peeling potatoes
25 for, I think you say in your statement, 18 people.

- 1 A. For 18 people, yes.
- 2 Q. You state in your statement that that's something that
3 you wouldn't have allowed your own child to do.
- 4 A. No, definitely not.
- 5 Q. And that was part of your reasoning as to why the other
6 children shouldn't do it?
- 7 A. Yes, exactly.
- 8 Q. At paragraph 31 you also tell us of a memory when you
9 were in cottage 31; can you tell us about that?
- 10 A. My first overnight in cottage 31 when -- the children
11 were all in bed, so I went round and got them up in the
12 morning. Then nobody was coming down for breakfast and
13 I went back upstairs and went, "Why are you all standing
14 at the foot of your bed?"
- 15 LADY SMITH: Carol, could you get a little nearer to the
16 microphone again? You're drifting backwards.
- 17 A. Sorry.
- 18 LADY SMITH: It's important that we hear everything that
19 you've got to say.
- 20 A. All the children were standing at the foot of the beds
21 and I said, "Why are you standing here?" "We're not
22 allowed to go down to breakfast unless we've had our
23 beds inspected", to make sure they'd done it properly.
24 That was another job, I thought, no, they're not doing
25 that. You just get up, get yourself ready and get down

1 for breakfast. And in our group I had no objection to
2 them having an attempt at making the bed. I always said
3 an attempt if you can, but I would go down and pull them
4 all straight afterwards. That's all you ask of your own
5 child, to have an attempt, to try to do something so
6 they can get the experience, but not to stand at the
7 foot of your bed and not be allowed to go down for
8 breakfast until it was checked, So I did away with that.

9 MS RATTRAY: At page 5464, paragraph 32, you also tell us
10 about a child who cleaned 14 pairs of shoes.

11 A. Yes.

12 Q. And you changed that?

13 A. I changed that. They all cleaned their own shoes --
14 unless it was the younger ones, then I would do the
15 younger ones'. But the ones that I felt were able to
16 learn how to clean their own shoes, that was it, but
17 I didn't have somebody that cleaned all 14 pairs of
18 shoes.

19 Q. You say at paragraph 32 that you gave them the
20 responsibilities that you would give your own child and
21 that, when you started at Quarriers, your understanding
22 was that you should treat the children as you would
23 treat your own child.

24 A. Definitely.

25 Q. How were birthdays and Christmas marked?

1 A. The children would automatically get a present from the
2 toy store and a card and that, but that was it. I had
3 no say on what the child was interested in or anything
4 like that; it was just chosen for them. But we always
5 bought the child a present and made them a birthday cake
6 and things like that and tried to make it special. They
7 didn't do any duties on the day of their birthday and
8 all they had to was get themselves up and dressed and
9 that was it. They had nothing -- their shoes and stuff
10 were cleaned for them just to make it special.

11 Q. Moving on to the question of visits and inspections, who
12 was it who was responsible for making sure that you were
13 doing your job properly in caring for the children?

14 A. I presume it was Joe Mortimer. We didn't really get
15 that many inspections. There was a Mr Smith that came
16 round to check the unit -- I think he came round once
17 a year just to make sure if things needed upgrading or
18 there were things broken and stuff like that. He sort
19 of did an inventory of what was in the unit.

20 Q. That would be checking on the state of furniture and
21 repairs?

22 A. Yes.

23 Q. What about checking on the manner in which you were
24 caring for the children and making sure that the
25 children were well cared for?

1 A. I presume that the social worker would have picked up on
2 that. They came in once a week to see, speak to me, to
3 see what the children had been up to and things like
4 that and inform me if there were any meetings going
5 ahead and things like that.

6 Q. Were social workers in place when you arrived at
7 Quarriers?

8 A. Yes.

9 Q. And who was your social worker?

10 A. When I first arrived there, I think it was Robert
11 Murphy, Rab Murphy. Yes, Rab Murphy. Then it became
12 Liz McBride.

13 Q. When he came into see you once a week, were the children
14 present?

15 A. Nine times out of ten, the children weren't there. They
16 would come in once the children were at school so that
17 we could just sit and talk.

18 Q. Did these social workers, the internal social workers,
19 ever meet with the children and speak with the children?

20 A. Oh yes, yes. Sort of -- they would maybe come into the
21 unit and talk to them or they would go down to the
22 office or something.

23 Q. Did that happen in accordance with a regular pattern or
24 was it just when a problem arose? How did that work?

25 A. I think I always got a visit on a Tuesday, a Tuesday

1 afternoon, I'm not 100 sure on that. But there was one
2 day a week that it was booked in that they would come
3 and visit me just to check that everybody was ticking
4 over.

5 Q. I think you indicate nine times out of ten the children
6 wouldn't be there?

7 A. Yes, that'd be at school.

8 Q. Do I understand from that, that maybe one time out of
9 ten, the children would be there and that's when they
10 would speak to the children? Is that how it would work?

11 A. If they wanted to speak to a child then I could withdraw
12 a child from school because the children went to school
13 within the grounds of Quarriers, so if they were coming
14 to see someone particular -- or they would come after
15 school hours to see a child.

16 Q. In relation to children who had been placed by a local
17 authority and had a local authority social worker, what
18 kind of contact did you have with that social worker?

19 A. Not a great deal because a lot of the children that were
20 in Quarriers were long-term. It was a shame. The local
21 authority social worker, I think they came down like
22 every six months, something like that. We didn't have
23 a lot of contact with outside social workers.

24 Q. You refer to a visitor from outside the village.

25 A. Yes.

- 1 Q. And say that your visitor was Lady Maclay?
- 2 A. Yes, she was a lovely woman.
- 3 Q. How often would she visit?
- 4 A. She would never announce her visits and things like
5 that. I think she used to come round once a month to
6 come in and have a look. She was able to go in any
7 cupboard, look at anything. She was a free agent to
8 check whatever she wanted to check.
- 9 Q. What kind of things was she in fact checking? You
10 mention going into cupboards.
- 11 A. She could come and check what the children were getting
12 fed, whether the place was clean and tidy. She made
13 a general enquiry on how the children were -- she didn't
14 know the children individually or anything like that but
15 would make a general enquiry.
- 16 Q. Do you know whether she reported back to anyone?
- 17 A. I don't know, sorry. I presume she reported back if she
18 came across a problem or something like that. But
19 I don't really know.
- 20 Q. To what extent were you involved in preparing a child to
21 leave Quarriers?
- 22 A. We didn't particularly do a lot of preparation for
23 children to leave because, as the children got older,
24 they moved to the hostel, but you tried to help wherever
25 with showing them how to budget, getting the children to

1 save to buy things and things like that, but we were
2 involved where it came to children being fostered or
3 adopted. We were involved in that progress.

4 Q. In what way were you involved in fostering and adoption?

5 A. Well, obviously we would meet the people that were
6 wanting to foster or adopt, they would come to the unit,
7 have a look round, see what environment the child was
8 being brought up in, and then we would go and visit
9 their house with the local authority -- I never went on
10 my own, it was always with the local authority
11 social workers as well.

12 Q. Were you involved in actually making those kind of
13 arrangements directly or was that someone else in
14 Quarriers?

15 A. That was really the social work department with the
16 outside field social worker.

17 Q. So the field social worker from the local authority
18 would arrange that with the internal social worker?

19 A. Mm-hm.

20 Q. But you were then involved in perhaps going with the
21 child for example?

22 A. Yes.

23 Q. You spoke about the hostel. Can you tell me a bit about
24 the hostel?

25 A. The hostel took more of the teenage boys, the boys that

1 were coming up in preparation for leaving, and Gavin Roy
2 used to sort of try to work out employment for them and
3 get them accommodation outwith Quarriers and things like
4 that.

5 Q. You mentioned teenage boys. What about the girls, did
6 the girls go to the hostel to?

7 A. Yes, it was mixed.

8 Q. At what age would children move from the cottage to the
9 hostel?

10 A. I think it was either 14, 15, something like that. But
11 you did preparation work. They went up and stayed in
12 the cottage to visit -- the hostel to speak to people
13 and see how it was run, things like that. So it was
14 a gentle induction to the hostel.

15 Q. Did all children move from the cottage to the hostel?

16 A. The majority of them did, yes, unless they were going
17 back home or something like that.

18 Q. Was there a selection process if not all children went
19 there?

20 A. I presume there was a selection because obviously there
21 was a lot of children to be considered to move and
22 they -- I think they had 20 children, it might not have
23 done, it might have been less than that.

24 Q. Were you involved in the selection process from your
25 cottage?

1 A. Yes, I would say I would mention it to the social worker
2 and say, "I think it's time that he was moving", or he
3 or her, whoever it was at the time would say, "Right,
4 I think we need to start moving this", but obviously we
5 had to wait for a vacancy within the hostel first.

6 Q. You mentioned that you might have worked on budgets with
7 the children and encouraged them to save.

8 A. Yes.

9 Q. Can you tell me a little bit more about that?

10 A. All the children got set pocket money and we set up
11 a little savings scheme. The children saved maybe for
12 Christmas or for buying things if they were looking for
13 something to buy that there was no way Quarriers could
14 supply or anything like that. We would say to them that
15 you don't spend every penny as soon as it's in your
16 pocket, try to keep some for a rainy day.

17 Q. Were you involved at all, in terms of a budget, that
18 someone who was no longer living in Quarriers as a young
19 adult would have to manage, for example, thinking about
20 rent or electricity or food or whatever? Was that
21 anything you were involved in?

22 A. Not really; that was the hostel's remit.

23 Q. Were there any other skills that you were involved in
24 preparing the children for?

25 A. Helping them learn how to cook and things like that. I

1 occasionally encouraged the children to wash the odd bit
2 of clothing themselves and things like that, let them
3 have a go at ironing and stuff.

4 Q. You indicate in your statement -- at paragraph 45,
5 page 5466, you say preparation for leaving was very
6 basic.

7 A. Yes.

8 Q. Is that your view?

9 A. Yes, it was.

10 Q. In relation to the healthcare of the children, you refer
11 to a GP being on site and that there was a dentist and
12 the children had regular dental check-ups --

13 A. Mm-hm.

14 Q. -- and there was a hospital. And you refer to
15 a Matron McCreath.

16 A. Correct.

17 Q. You also refer to an occasion where a child was knocked
18 down.

19 A. Yes.

20 Q. Can you tell me what happened there?

21 A. A child had been running around and was squirting
22 squirty bottles at each other. This girl ran straight
23 into the side of a car and cut her leg just underneath
24 the patella and it was a really bad gash and things like
25 that. So it was obvious she needed a hospital, so

1 I phoned the hospital -- I phoned for a ambulance and
2 then contacted Matron McCreath and she cancelled the
3 ambulance because it wasn't my remit to phone for an
4 ambulance. Then she did reinstate the ambulance after
5 that. It was just to let me know that she was in charge
6 and I couldn't make that sort of decision.

7 Q. A child collided with a vehicle in front of you, clearly
8 needs emergency treatment, and you phoned 999?

9 A. Yes.

10 Q. And she cancelled that because it wasn't your job to
11 phone 999?

12 A. Yes.

13 Q. What made her change her mind about that?

14 A. Well, when she came, we had covered the girl up, and
15 I said, "She doesn't know how bad she's hurt her leg,
16 we've said nothing, we're just trying to calm her down".
17 She lifted the blanket up and she went, "Oh my God, what
18 have you done?" I thought, we were trying to calm the
19 girl down and she just blurted it out all, which I was
20 angry about.

21 Q. That wouldn't have been something that would have calmed
22 the child down?

23 A. No, no, it would just make her more anxious.

24 Q. What happened to the child, did she recover?

25 A. Oh yes, she was fine. She was taken to hospital in

1 Paisley and she was admitted there for a few days and we
2 actually went to visit her every day because her
3 house parents were away on holiday.

4 Q. On the subject of bed-wetting, were there children in
5 your cottage who wet the bed?

6 A. Yes, obviously occasionally you got one. It was
7 a symptom of being in care, being stressed.

8 Q. And how did you manage a situation where a child wet the
9 bed?

10 A. I would just try to hush it up. I used to say to the
11 child -- because some children would try to hide it and
12 I thought there is no point trying to hide it, but if
13 you don't want to let others know, just tell me on the
14 side and I'll go up and change the bed once they had
15 gone to school.

16 Q. You say in your statement at paragraph 50, page 5467,
17 that there was a lot of name calling.

18 A. Yes.

19 Q. Can you tell me about that?

20 A. It was just very unpleasant name calling and things like
21 that, which is not fair, you know.

22 Q. How did you respond if another child was calling the
23 child who wet the bed names?

24 A. I would just say, "Come on, cut it out, that's not fair,
25 that's not nice. Maybe when you've got a problem, would

1 you like people calling you names? We all have problems
2 in life", and sort of I got it all hushed up.

3 Q. Did you ever have a child who ran away from the cottage?

4 A. I don't really know. They would probably run down to
5 the park and things like that. But there was no big
6 major problems with them actually running away from the
7 village itself. If they ran out, they normally stayed
8 within the village because we were so far out from
9 anywhere, they really didn't have anywhere to run.

10 Q. How would you respond if a child did run away?

11 A. Just welcome them back, sit them down, try talking to
12 them, give them a cup and tea, and try to find out what
13 created the problem because you don't run away for no
14 reason; there's got to be a reason there.

15 Q. You say in your statement at paragraph 53, page 5468,
16 that sometimes they wouldn't want to talk about it and
17 you would tell them they could come to you when they
18 were ready.

19 A. That's correct.

20 Q. And you would try to find the root of the problem?

21 A. Yes, that's correct. You know yourself if you've got
22 a problem, you want to mull it over in your own mind
23 before you decide who you're going to tell, what help
24 you're going to ask for.

25 Q. Did any children tell you what the problem was?

- 1 A. Oh yes.
- 2 Q. What kind of problems were you told about?
- 3 A. It could be that their parents had let them down, they
4 had fallen out with their best friends. Some of them
5 were little minor things, but they were big deals to the
6 children.
- 7 Q. You say in your statement that if you thought a child
8 was going to put himself or herself at risk, you would
9 tell the child that they had to stay with you for the
10 night and shadow the child in the unit?
- 11 A. Yes. If I felt that he was still very uptight, you
12 know, hadn't calmed down, they just stayed with me the
13 whole night. We would sit and watch television,
14 I wouldn't be dragging him round by the arm or anything
15 like that. We would sit and go and watch television,
16 play a game or something like that, just to allow the
17 child to relax and cool down.
- 18 Q. Turning to the subject of discipline, were you provided
19 with any guidance by Quarriers as to how you should
20 respond to a child who wasn't behaving?
- 21 A. I don't think so. I don't know. I just did it how
22 I felt I should cope with it.
- 23 Q. How did you feel you should cope with it if a child
24 wasn't behaving?
- 25 A. I just sort of would take the child away from the

1 situation because that's the best way to deal with it,
2 to remove the child from the situation -- even if it's
3 only taking them from one room to another -- and allow
4 them to calm down. Then sort of talk them through it,
5 what's right and what's wrong. Nobody likes to be
6 bullied.

7 Q. You mentioned bullying. Was that a particular problem?

8 A. Not really, it was more squabbles then anything else,
9 because somebody else is using somebody else's stuff or
10 a toy had gone missing and things like that. All very
11 minor stuff.

12 Q. If a child, having been taken to another room, wasn't
13 calming down or the child was still refusing to do
14 whatever you were telling the child to do, would there
15 be any sanction that you would give to the child?

16 A. No. I don't think so. I can't remember. No, I don't
17 think so. Just calm the child down and that's it.

18 Q. Were there any sort of penalties if a child didn't do --
19 you can calm a child down, but if a child was
20 misbehaving in a repeated way and was --

21 A. They maybe wouldn't be able to go to the club at night
22 or something like that. There was a sanction like that.
23 They wouldn't be able to go to one of the activities or
24 something like that. They would have to miss out.

25 Q. I think in your statement at the foot of page 5468,

1 paragraph 55, you say that you used to forbid them from
2 attending their activities, unless it was Scouts or
3 something like that.

4 A. Yes, because that's more structured. There was
5 a structure to the Scouts or the Girl Guides and things
6 like that, and I felt that helps them. Every child
7 needs structure in their life, so I would allow that.

8 Q. You say in your statement that if they were going to
9 play a game of football, that's the kind of thing you'd
10 withdraw; is that correct?

11 A. Yes, because it wasn't necessary for them to attend.

12 Q. Did you ever use physical punishment?

13 A. No.

14 Q. Do you know whether house parents in other cottages ever
15 used physical punishment?

16 A. I wasn't aware of it while I was there, but I have since
17 heard -- you've heard the cases that are going on, that
18 there was physical abuse went on.

19 Q. At page 5469 in your statement, paragraph 57, you say
20 that you used to hear rumours about children getting
21 their mouths washed out with soap and things like that.

22 A. Mm-hm, yes.

23 Q. What other rumours did you hear of that nature?

24 A. I think that was the main one, really, or they were not
25 allowed to go out for a week or something like that,

1 they were withdrawn from activities for a week. But
2 I never did that. One day was enough.

3 Q. Did you have to keep any record of any punishment or
4 sanction that you gave to a child for misbehaving?

5 A. No. I don't think so. No, I don't remember keeping
6 documentation on it.

7 Q. You mention at paragraph 59 on page 5469 input from
8 a psychologist, Mrs Morris.

9 A. Yes.

10 Q. Can you tell me about her role?

11 A. She used to hold -- it was like a clinic. She had an
12 office there in Holmlea. I'm not sure how often she
13 came in, but she was an outside psychologist. If we had
14 got a child that had got a lot of problems and things
15 like that, I would accompany the child to the visit and
16 she would just try to sort of delve a bit further than
17 I could delve into the child's problems.

18 Q. Did she meet the child on his or her own?

19 A. Yes.

20 Q. So although you accompanied the child, you weren't
21 present at the meeting?

22 A. No, I would get invited in initially and then I would
23 get feedback afterwards.

24 Q. The feedback that you got back, was that sort of like
25 verbal feedback or was anything ever written down?

- 1 A. I think it was written down, but that went straight to
2 the social work department, it didn't come to the unit.
- 3 Q. On the subject of abuse at Quarriers, you've indicated
4 that you have since heard about certain events which
5 took place at Quarriers.
- 6 A. Yes.
- 7 Q. When you were there, were you aware of any behaviour or
8 conduct or practice which you considered to be abusive
9 of the children?
- 10 A. No, I don't think so. I can't recall anything. I was
11 really surprised when this all came out. I wasn't aware
12 of it.
- 13 Q. If a child had been mistreated, how would a child be
14 able to make someone aware of that?
- 15 A. I presume as long as the child had a good relationship
16 with their house parents, they could go and talk it
17 through. They had their teacher -- they could talk to
18 or they could go down -- there was a committee within
19 Quarriers, Joe Mortimer used to hold it once a month,
20 the boys' and girls' committee, and every unit sent one
21 representative and they could talk about how they wanted
22 the place to progress, talk about likes and dislikes,
23 and Joe Mortimer would obviously take it all on board
24 and see what he could do.
- 25 Q. Are you aware whether or not the children were permitted

1 at that committee to talk about personal complaints they
2 may have had about --

3 A. I don't know. I never attended a meeting and we didn't
4 get feedback.

5 LADY SMITH: It would be difficult, even if they were
6 allowed to, for a child to speak up in an environment
7 like that, wouldn't it?

8 A. Yes, very difficult.

9 LADY SMITH: And if the problem is the house parent, that
10 rules out going to the house parent?

11 A. Mm-hm. The child would have to go individually to
12 Joe Mortimer or whoever. I don't think they would be
13 able to bring it up in a group meeting like that.

14 LADY SMITH: No.

15 A. No.

16 LADY SMITH: And although, as you say, another adult might
17 be their teacher, that would be dependent on what the
18 relationship is that's developed between the child and
19 the individual teacher.

20 A. Yes. That's it. You've got to create the relationship,
21 you can't go up to just somebody, whoever, and just
22 blurt it all out. Sometimes I suppose it's easier to
23 talk to a stranger, but a child with problems like that
24 wouldn't have the insight to go and do that.

25 LADY SMITH: Something else we have heard from some people

1 is that when they were children and abusive things were
2 happening to them, as they now realise, it didn't really
3 hit them at the time because they'd never really known
4 any different as they had gone into Quarriers very young
5 and they thought, this is just life, I've got to get on
6 with it.

7 A. As a child you're very trusting and you think the people
8 looking after you are doing the best thing for you and
9 this is how everybody gets treated, you know. It's not
10 until you get older that you realise that shouldn't have
11 been happening.

12 LADY SMITH: Yes.

13 MS RATTRAY: Were you ever aware of a system or practice
14 whereby all the children, either in the cottage or all
15 the children in Quarriers, would be made aware of what
16 they could do or who they could speak to in the event
17 that they felt unhappy about something or weren't being
18 treated properly?

19 A. As I said, I think they just -- I'm sure that they could
20 go and speak to the social worker, teacher,
21 house parent.

22 Q. Even if that opportunity was available, what I'm trying
23 to focus on is whether there was any policy or practice
24 whereby children were told, all the children were told,
25 that if something goes wrong, this is what you do? Were

- 1 you aware of any policy of that nature?
- 2 A. No. I don't remember ever reading one policy while
- 3 I was in Quarriers. I mean, I read policies after
- 4 I moved on to Southannan and Seafield. They had all the
- 5 policies and that, but I presume the policies were there
- 6 but we didn't get involved in them and we didn't get to
- 7 read them. We would just get told, I suppose if we were
- 8 doing something wrong, if it wasn't right.
- 9 Q. And turning to the question of records, what records did
- 10 you keep in the cottage?
- 11 A. Initially nothing. We didn't keep any records. The
- 12 only records that were there was what I related to the
- 13 social worker when they visited once a week.
- 14 Q. So when the social worker visited, the social worker
- 15 would take notes of what was being said --
- 16 A. Yes.
- 17 Q. -- or something, but you yourself weren't required to
- 18 keep records in the cottage?
- 19 A. No.
- 20 Q. And you said initially, so did that change at one point?
- 21 A. I changed it initially. My husband had moved on to
- 22 Southannan and we'd sit and talk and he would say about
- 23 all the record-keeping that they were doing down at
- 24 Southannan and I thought, that's a really good idea,
- 25 I should be doing something like that.

1 So although I did the recording, it was very basic,
2 it was how the child had been all day, had the child
3 been upset, who had visited and things like that. It
4 was just a brief outline of how the child's day had
5 been, whether they attended school and things like that,
6 or did they get sent home from school, expelled, and
7 stuff like that.

8 Q. In what way did you use the records you kept?

9 A. I just kept it and then, like, when the auntie came on
10 next day, they would have a quick look at it to find out
11 what the child had been -- but normally the auntie was
12 on the night before, but obviously went home before the
13 children went to bed.

14 Q. So you used it as a means to communicate if there was
15 a handover?

16 A. Yes, that's it, yes.

17 Q. And did you use it to inform the social worker when the
18 social worker visited every week?

19 A. I probably did refer to it, yes, when the social worker
20 visited, because I knew exactly what had happened to
21 each individual child on a daily routine.

22 Q. That was a system that you created for yourself --

23 A. Yes.

24 Q. -- in the cottage? Was there ever a stage when you were
25 at Quarrier's Village when the management at Quarriers,

1 whether through Joe Mortimer or through the social work
2 department, gave out an instruction that you ought to
3 keep particular records?

4 A. No. No. I was never told to keep records.

5 Q. At this stage I'm going to move on to the circumstances
6 in which you were transferred from Quarriers to
7 Southannan School. Can you tell me how those
8 circumstances arose?

9 A. What happened was Quarriers were going through a very
10 sticky period and they were going to have to close units
11 and amalgamate units, and my unit was being amalgamated
12 with unit 3, but they were coming into unit 6. I was to
13 be the deputy and not the house parent, and I thought
14 I can't do that, when I've run this unit for so long.
15 How can you take a step down and somebody else that's
16 coming in, let them take over from you? The reason
17 I was given was because this other person had no
18 accommodation outwith Quarriers that they were the ones
19 that were to become the house parent and I was to be the
20 deputy.

21 Q. So can I take it from that that you did have
22 accommodation outwith Quarriers?

23 A. Yes, we had accommodation outwith Quarriers.

24 Q. So what was your response to that?

25 A. I think I must have sat on it for a week or two and

1 really mulled it over in my head, to think what is the
2 best for us, what's the best for my son, what's the best
3 for the children in the unit, and I came up with, if
4 I didn't move this year, I would have to stay at
5 Quarriers for another three years for my child's
6 education. So I decided -- and Eric had already moved
7 to Southannan, so I thought we'll just move and that's
8 it.

9 So we bought property in Largs, so we were just --
10 said we would just move and that was it. So I decided
11 to resign. I handed -- Joe Mortimer was on holiday
12 at the time. I just handed it in to Bill Dunbar, and he
13 just went, "Thanks, okay, I'll give it to Joe Mortimer
14 when he returns". But in between, Mike Laxton from the
15 Scottish Office, was down doing a set of -- an in-depth
16 search of how Quarriers could move on and things like
17 that, and he had said, "You can't leave", I said,
18 "Sorry, I am leaving". So he then said, how would
19 I consider moving to Southannan because there was
20 somebody going on secondment there, so it would be
21 a placement for two years, and I thought of moving --
22 I'm going to do a lot to the house, I'll do that.

23 So I initially moved to Southannan for two years.

24 Q. And you stayed for a much longer period?

25 A. Yes. I stayed for 17 and a half years.

1 Q. Before we move on to Southannan School, I just want to
2 take you back to -- I think you undertook a course at
3 Langside College at one stage when you were at
4 Quarriers.

5 A. Yes.

6 Q. Can you tell me a little bit about that course?

7 A. It was just to -- it was one day a week course and you
8 had to do a residential placement as well. You had
9 to -- it was the development and sort of educating us to
10 the main stages of development of the child.

11 Q. This was a day release course?

12 A. Yes.

13 Q. It wasn't a full-time course?

14 A. No, it ran for a year.

15 Q. Did you go off on placement on the course?

16 A. Yes, we did.

17 Q. Whereabouts did you go on placement?

18 A. I think it was Pitlochry Hydro, I think it was Pitlochry
19 or ... I know it was like a hydro.

20 Q. What I mean by placement, did you go and do work
21 experience in another children's home, for example?

22 A. No, we went out -- well, we did that placement there,
23 but then we went out with the local authority
24 social worker doing visits, doing admissions and
25 different things like that.

- 1 Q. How helpful did you find that course?
- 2 A. I found it was very good because I'd had no previous
3 training, except for like the residential stuff within
4 Quarriers stuff for the first fortnight. So I found it
5 very enlightening knowing all the different stages of
6 development of a child.
- 7 Q. Was the course compulsory?
- 8 A. We agreed to it in our interview. I think Quarriers was
9 just getting to the point where they knew they had to
10 get everybody in some form of training and things like
11 that, so there were quite a few people that attended.
12 Eric did his training before me and I did it the year
13 after.
- 14 Q. What about other house parents in Quarriers, did they
15 all have to do the same training?
- 16 A. Yes, I presume so. There was quite a few that went to
17 the course.
- 18 Q. So is your memory that all the house parents had that
19 training?
- 20 A. I know they were wanting all the house parents to train
21 and things like that and do their SVQW course as well,
22 but I don't know who was qualified and who wasn't,
23 I don't know.
- 24 Q. I don't think there's any need to look at it just now,
25 but we do know that at QAR.001.003.9757, I have seen

1 from your staff records that there is a certificate that
2 is in-service study scheme statement of attendance to
3 confirm that you satisfactorily completed the course at
4 Langside College and you were there from September 1997
5 to June 1978 (sic)?

6 A. Okay, I thought it was earlier than that.

7 LADY SMITH: Just going back, you have a recollection of
8 being mentioned at interview that you'd be expected to
9 do this?

10 A. Mm-hm, yes. Yes, it was.

11 LADY SMITH: And you'd said you would do it?

12 A. Yes.

13 LADY SMITH: I suppose what might have happened is that it
14 was -- people being taken on as house parents from that
15 time onwards were asked to do it and it was perhaps
16 harder to impose it on people who were already there and
17 established.

18 A. That's it, yes, but it was like the new legislation that
19 came in. Everybody had to be qualified by the year
20 2002. If you worked in a children's home, you had to
21 have an SVQ.

22 MS RATTRAY: I'm going to ask you about your experiences in
23 Southannan School in Fairlie where you went in 1983.

24 You indicate in your statement, paragraph 79, on
25 page 5473, that you think you were subject to police

- 1 checks when you moved to Southannan.
- 2 A. Yes.
- 3 Q. And also later on when you moved from Southannan to
4 Seafield?
- 5 A. Yes.
- 6 Q. Are you sure whether the police checks were in place
7 when you moved to Southannan? Are you certain of that
8 in your memory?
- 9 A. Yes, I think so. Because I knew that they were applying
10 for it and stuff like that, yes.
- 11 Q. The reason I say that is because we've seen your staff
12 records, and while we see police checks in the context
13 of moving to Seafield, we're not seeing anything, or
14 very much, about paperwork to do with your transfer from
15 Quarriers to Southannan. But you are clear that there
16 was a police check procedure?
- 17 A. Yes, they were very upfront with that, I'm sure. I'm
18 convinced that a police check was done.
- 19 Q. What was your role at Southannan?
- 20 A. I was just a residential social worker.
- 21 Q. That was a title, albeit technically you weren't
22 qualified as a social worker as such?
- 23 A. No.
- 24 Q. What did the role of residential social worker involve?
- 25 A. You worked with the child more in depth at Southannan

1 and you did get involved with a lot of the field work,
2 going out to visit the parents and things like that.

3 Q. Southannan was a residential school?

4 A. Yes.

5 Q. How many pupils were there? You have told us about this
6 at page 5474, paragraph 81, if that assists at all.

7 A. I can't really remember. I think there ... I think
8 there might have been about 18 children.

9 Q. In your statement, you say there were about 20 pupils.

10 A. It might be 20; I really can't recall the exact numbers.

11 Q. You tell us that there were a lot of children there from
12 Glasgow and from North Ayrshire and from Campbeltown?

13 A. Yes.

14 Q. And children came from other residential settings or
15 directly from home?

16 A. Yes.

17 Q. And they were children who tended to have been expelled
18 from local authority schools?

19 A. Yes.

20 Q. And for whom the usual class routine didn't suit those
21 children?

22 A. No.

23 Q. So were these children with particular needs?

24 A. Yes. They'd obviously had a lot of drama in their life
25 and difficulties, witnessed things they shouldn't have

1 witnessed and stuff like that.

2 Q. And there were children who weren't succeeding in the
3 usual school environment?

4 A. No, they were very emotionally and socially disturbed.

5 Q. So children were placed there, both by local authorities
6 and they were also placed privately; is that correct?

7 A. No, I'm not sure on that.

8 Q. At paragraph 82, on 5474, you tell us about admission,
9 that the local authority would contact you to see if
10 there was a vacancy --

11 A. Yes.

12 Q. -- and then the child would visit.

13 A. Mm-hm.

14 Q. And you would also go and visit wherever the child was
15 coming from?

16 A. Yes.

17 Q. Was that something you were involved in?

18 A. Yes.

19 Q. And you would do that with a field social worker?

20 A. Yes.

21 Q. And by field social worker, you're referring to the
22 local authority social worker?

23 A. Yes.

24 Q. You also state there that you requested an in-depth
25 report on the child --

- 1 A. Yes.
- 2 Q. -- before he or she arrived?
- 3 A. Yes.
- 4 Q. Can you tell us why such an in-depth report was
5 requested?
- 6 A. To make sure that we had the skills needed for that
7 child to help them cope with the difficulties in their
8 life and things like that and hopefully we had got
9 somebody that had those skills to deal with it.
- 10 Q. Would that also provide you with some background
11 information on the child?
- 12 A. Yes, very detailed background.
- 13 Q. The background information you were provided at
14 Southannan, how did that compare to any information
15 provided about children in Quarriers?
- 16 A. I really knew nothing about the children in Quarriers
17 before they arrived. It was just a lot of the children
18 came in and they went -- going back to Quarriers here,
19 they went through the toddler unit -- the baby unit,
20 then the toddler unit and stuff like that, then they
21 were transferred to a cottage. So you just got the very
22 basic information, where the child comes from and things
23 like that, who their siblings were and stuff.
- 24 Q. And did you find the availability of background
25 information at Southannan to be helpful at all?

1 A. Oh yes, yes, definitely. Because you knew exactly how
2 to approach the child and sort of where you'd got --
3 what lines of work you had to go ...

4 Q. What was the age range of the children at Southannan?

5 A. It was supposed to be from, like, the age of 8 to 12,
6 13, something like that. But obviously, with the
7 child's development, because they got older you couldn't
8 just move them on in the middle of a programme helping
9 a child develop. So sometimes you would have younger
10 children, maybe from the age of 7, and you would have
11 them up to they were 15, or really it was basically
12 a primary school.

13 Q. What accommodation was available for the children when
14 they were living there?

15 A. They all sort of ... It was either a single room or
16 double rooms and things like that within the
17 accommodation for the child.

18 Q. How did that accommodation compare to the arrangements
19 for the children in Quarriers?

20 A. Quarriers, it was big dormitories, which wasn't very
21 good for privacy and things like that, although I tried
22 to divide the rooms up by separating bits with furniture
23 and things like that, so the child got a bit more
24 privacy.

25 Q. You refer at paragraph 85, page 5475, that Southannan

1 had a unit for independent living at Keppenburn Avenue
2 in Largs.

3 A. Fairlie.

4 Q. And it normally housed four boys with their own staff
5 team?

6 A. Yes.

7 Q. What was the purpose of the independent living unit?

8 A. That was when we couldn't move the children back to
9 their own family. We would move them there so that they
10 could attend local schools and obviously the back-up was
11 there because there was plenty of staff and they could
12 go to school, even maybe sit with the child during class
13 and things like that.

14 Q. You make another comparison between Southannan and
15 Quarriers at paragraph 86 of your statement at
16 page 5475. You speak about:

17 "At Quarriers, the children came from families who
18 couldn't cope --"

19 A. Yes.

20 Q. "-- although some did develop behavioural problems, and
21 the children at Southannan had complex problems --"

22 A. Mm.

23 Q. "-- and had been excluded from school and often didn't
24 have a good relationship with parents."

25 A. Mm-hm.

- 1 Q. You say that at Quarriers, the cottage was run as
2 a family?
- 3 A. Yes.
- 4 Q. Whereas as Southannan, it was different. Can you tell
5 me in what way it was different?
- 6 A. Well, none of the children were related to each other,
7 for a start, so they'd never had their siblings with
8 them. They had been removed from their own home or
9 another children's home and come to us, so they were all
10 individuals. And really, it was just to sort of -- some
11 of the children made friends with others and they'd be
12 the ones that would share a bedroom. Others would have
13 single bedrooms. You would just work from what
14 behaviour they were displaying.
- 15 Q. Would it be fair to say -- we've heard about Quarriers
16 and to some extent life in the cottage at Quarriers was
17 intended to copy life in a family.
- 18 A. Yes.
- 19 Q. Would you say, in contrast, that in Southannan it was
20 a more professionalised setting --
- 21 A. Yes.
- 22 Q. -- rather than a family setting?
- 23 A. Oh, there was no family setting, it was just a big unit
24 where all the children we hoped would get on with each
25 other, but obviously not everybody can get on with

- 1 everybody.
- 2 Q. And do you have any views on the professionalised
3 setting or the family setting? Do you have any views on
4 which worked best for the children?
- 5 A. I liked the family unit, but those children didn't have
6 the problems of the children in Southannan. Southannan
7 was opened up to take difficult children from Quarriers
8 initially to Southannan and then obviously we then got
9 more referrals from the local authority, they'd got more
10 complex problems.
- 11 Q. Turning now to the management structure at Southannan,
12 who was your line manager there?
- 13 A. Initially, my line manager was -- I'm trying to think.
14 Ian Lamb -- it was either Edwina Currie or Ian lamb. I
15 had two or three different line managers because they
16 left and things like that. But initially, towards the
17 end, my line manager was George Gill.
- 18 Q. George Gill was a senior social worker from Quarriers --
- 19 A. Yes.
- 20 Q. -- who had moved over to be involved in the opening up
21 of Southannan?
- 22 A. Well, it was his idea to open up a unit for difficult
23 children.
- 24 Q. He worked with another person?
- 25 A. Joe Broussard.

- 1 Q. And what was Joe Broussard's role?
- 2 A. He was the deputy principal. George was the -- hang on,
3 that was ... Sorry, I'm getting that wrong. George was
4 the mainstay, the head of Southannan, and Joe Broussard
5 was his deputy.
- 6 Q. You've indicated in your statement that George Gill's
7 experience and focus was on the social work side of the
8 school --
- 9 A. Yes.
- 10 Q. -- whereas Joe Broussard's work was on the educational
11 side?
- 12 A. Yes.
- 13 Q. In relation to when you arrived at Southannan, were you
14 provided with any training?
- 15 A. No, I don't think I was. But when I arrived there, they
16 gave you like a couple of months to adjust to the
17 environment before I was allocated children and things
18 like that. Although I really knew about Southannan
19 because I'd been down to the open days and prize-giving
20 and things like that. So I did know how the place was
21 run.
- 22 Q. And that was because your husband was already working at
23 Southannan?
- 24 A. Yes.
- 25 Q. So how did you cope with the situation where you were

1 moving from Quarrier's Village with children who hadn't
2 been specifically identified as having complex needs as
3 such to an environment with children with complex needs?
4 How did you cope with that in circumstances where you
5 didn't have training for that?

6 A. I was okay initially with it because obviously I'd been
7 down there quite a few times and I had seen the children
8 display anti-social behaviour and stuff like that. The
9 one big thing that stood out in my mind -- I had never
10 seen a child trash its room before. That was the one
11 big thing, that they went and just wrecked the room.
12 But that wasn't that often. That was a big shock
13 because I'd never seen a child take their frustration
14 out on their bedroom and they just really didn't care
15 what damage they were doing. They had definitely just
16 lost the plot, lost their way.

17 LADY SMITH: Ms Rattray, would that be a good point to
18 pause? We normally have a morning break at about this
19 stage each day of hearings, so we'll take the break now
20 and sit again in 15 minutes, Carol.

21 (11.32 am)

22 (A short break)

23 (11.47 am)

24 LADY SMITH: Are you ready, Carol?

25 A. Yes.

- 1 LADY SMITH: Thank you.
- 2 Ms Rattray.
- 3 MS RATTRAY: Carol, before the break, we were talking about
- 4 the children who came to Southannan and the management
- 5 structure. In terms of the children, were there any
- 6 children in Southannan who'd previously lived in
- 7 Quarrier's Village?
- 8 A. Yes.
- 9 Q. Can you tell me a little bit about the needs of those
- 10 children?
- 11 A. Actually, one of the children that went to Southannan
- 12 followed me from the unit, from unit 6, down because
- 13 after I left she displayed horrendous behaviour and
- 14 stuff like that. So she was transferred. But there was
- 15 other children that came from Quarriers down to
- 16 Southannan as well.
- 17 Q. Can you remember how many children that would have been?
- 18 A. I would be guessing, no.
- 19 Q. And those were children who nonetheless had a level of
- 20 behavioural problems --
- 21 A. Yes.
- 22 Q. -- in Quarrier's Village such that they merited the
- 23 special attention and care that they would get at
- 24 Southannan?
- 25 A. Yes.

1 Q. In terms of staff, we were talking about the management
2 structure, can you give me a general indication of what
3 the staff/child ratio was at Southannan?

4 A. There was more staff than children; I don't have the
5 exact numbers.

6 Q. But that must have been quite a contrast from your
7 experiences in the village?

8 A. Yes, because you just worked independently in the
9 village. There was just you and your two members of
10 staff that became part of your unit, where in Southannan
11 there was, I don't know, numerous numbers of care staff,
12 domestic staff, management.

13 Q. You said that you didn't have initial training when you
14 arrived.

15 A. Right.

16 Q. But were you provided with any guidance or instruction
17 as to how to do your job?

18 A. Yes.

19 Q. Can you tell me about that?

20 A. You were shown how to draw up a child plan, how to break
21 it down into different categories of different areas of
22 development. What you would do, you'd draw it up how
23 you thought and then your line manager would go through
24 it and say, "We need to put this bit in", and they gave
25 you the guidance of all the things that you had to

- 1 implement into the child plan.
- 2 Q. I will ask you a little more about the child plan in
3 a moment. In the meantime, in terms of the guidance you
4 were given, was there anything in writing that was given
5 to you?
- 6 A. I don't remember that, but I remember we had to read all
7 the policies. They had all the different policies in
8 place and we had to read all those policies.
- 9 Q. So at Southannan there were written policies?
- 10 A. Yes.
- 11 Q. And staff were required to read those policies?
- 12 A. Yes.
- 13 Q. And do you know whether at any time policies were
14 reviewed?
- 15 A. They were all updated. I think it's after Quarriers
16 got -- what do you call it? I've forgotten the name.
17 Who deals with employment, your interviews?
- 18 Q. A sort of human resources --
- 19 A. Human resources, that's it. I think it's when they got
20 an office with people that dealt with human resources
21 and I think it was there that they planned to draw up
22 all the documents, and things like that, all the
23 policies.
- 24 Q. But if I understand the position correctly, your
25 recollection was that when you arrived in Southannan in

1 1983, nonetheless there were written policies in place
2 at that time?

3 A. Yes, they were just going through.

4 Q. And you were expected as a member of staff to be aware
5 of those policies?

6 A. Yes. It was part of your first three -- because
7 although I went there, I would still have been on three
8 months' probationary period and that was part of your
9 training, that you read all the policies and signed them
10 off.

11 Q. So the guidance, the nature of the induction, when you
12 arrived at Southannan, involved becoming acquainted with
13 policies?

14 A. Yes.

15 Q. During your time at Quarriers, I think you've already
16 confirmed you didn't have any written guidance. Were
17 you ever made aware of written policies at
18 Quarrier's Village?

19 A. No. I don't think there was any until they got the
20 human resources unit together.

21 Q. How helpful as a guidance did you find the written
22 policies at Southannan when you first arrived there?

23 A. I think they were sort of made you very much aware of
24 things that you had never thought about previously and
25 they gave you the guidance on how to deal with the

- 1 subject or, if something had gone wrong, the route to
2 take, the correct road.
- 3 Q. Can you remember the kind of subject matter that the
4 policies addressed? I don't expect you to remember the
5 detail of what the policies were, but what kind of areas
6 did the policies cover?
- 7 A. It'd be health and safety, fire drills, policies on
8 interaction with the children and different things like
9 that. I can't remember them all.
- 10 Q. Do you remember whether there was any policy that dealt
11 with reporting a complaint or a concern about the
12 welfare of a child?
- 13 A. Oh yes, yes, you obviously went to your line manager and
14 if not, you went directly to George Gill.
- 15 Q. Turning now to the childcare plans that you mentioned,
16 you tell us about that at paragraphs 89 to 90 of your
17 statement at page 5476. You tell us that after your
18 initial period when you arrived, you became the key
19 worker to two children.
- 20 A. Yes, that's correct.
- 21 Q. You were involved in drawing up child plans?
- 22 A. Mm-hm.
- 23 Q. And that you talked your child plans through with your
24 line manager before they were printed up?
- 25 A. Mm-hm.

1 Q. You make the point:

2 "We did proper paperwork at Southannan."

3 A. Well, I felt it was more in-depth, it meant everybody
4 knew the extent of the child's problems and we all,
5 regardless whether it was our child, everybody was
6 responsible for helping each individual child with their
7 aims and objectives. We all had to know each other's --
8 the aim for -- what we were aiming for with that child.

9 Q. You say that in the statement, that:

10 "The child plans contained aims and objectives to
11 achieve over the next six months."

12 A. Yes.

13 Q. And you indicate that you felt that had been lacking in
14 Quarriers.

15 A. Yes, because there was no future plans really for the
16 children: they were just there until they were ready to
17 leave to go into a flat or return back home or whatever
18 the child wanted or that could be arranged for them.

19 Q. At the end of paragraph 89 you say:

20 "Maybe the social workers had child plans [I think
21 you're referring to Quarriers] but that information
22 wasn't given to house parents."

23 A. No, we didn't know anything about it.

24 Q. So whilst you were looking after -- after 10 years of
25 looking after children at Quarriers, you weren't aware

1 as to whether there was a particular aim or objective in
2 respect of any child?

3 A. No, no. We just knew whether we had changed a plan or
4 somebody was going up for adoption or fostering, we were
5 kept informed there and helped out with those visits,
6 but that's the only future plans we had for children in
7 Quarriers.

8 Q. At paragraph 90, you tell us a little bit more detail
9 about child plans at Southannan.

10 A. Mm-hm.

11 Q. And you say that they were broken down into five key
12 areas for development. Can you tell us about those key
13 areas?

14 A. What we did was we looked at each child in a holistic
15 way and broke the child down into five areas, and it was
16 social work -- social care, emotional, health, education
17 and a long-term plan.

18 Q. You tell us at paragraph 90 that everybody member of
19 staff had to work towards the aims and objectives of
20 each child.

21 A. Of each child, yes.

22 Q. You also explain that the child had an input into the
23 plan.

24 A. Yes.

25 Q. Can you tell us about that?

1 A. When the child plan had been drawn up and I had gone
2 through my line manager -- and I had to make sure he was
3 okay with it as well -- we then sat the child down and
4 some of them could read, some can't, so I used to read
5 it to the child, and it gave them an opportunity to say
6 whether they agreed with something, they didn't agree,
7 and they also knew what the aims and objectives were.
8 So they knew what their future, how their future was
9 going to -- we were trying to map it out for them.

10 Q. You also say in this context:

11 "We sat down with the children and discussed plans
12 with them, so they had the opportunity to contribute to
13 the plan."

14 A. Yes. Because we asked them what they see their future
15 to be and how they wanted it to happen as well.

16 Q. So to some extent, this is giving the child a voice?

17 A. Yes.

18 Q. Was there any equivalent practice or procedure in
19 Quarrier's Village that would have given a child
20 a similar voice?

21 A. No. Well, there was like the boys' and girls' committee
22 and I used to take the children to "Who cares?" and the
23 children had a voice there as well.

24 Q. And was that the development of the organisation "Who
25 Cares"?

- 1 A. Yes.
- 2 Q. And were you involved in taking them from your cottage
3 to conferences run by "Who Cares?"?
- 4 A. Yes. They wouldn't all be from my unit, there might be
5 two from mine, two from another. I think I took about
6 ten children at a time. I only did it a couple of times
7 because all different house parents had to take their
8 turn as well.
- 9 Q. At what stage when you were at Quarrier's Village were
10 you attending those conferences with the children?
- 11 A. I think the last two or three years.
- 12 Q. So that would be the late 1970s, early 1980s?
- 13 A. Yes.
- 14 Q. And was that around the time that the man you mentioned,
15 Mike Laxton, was perhaps providing some advice to
16 Quarriers?
- 17 A. Yes, he came in, I think, at the end of 1982, beginning
18 of 1983. He was there.
- 19 Q. When you have quite so many staff working with children,
20 presumably staff are working on shifts?
- 21 A. Yes.
- 22 Q. What arrangements existed for communicating information
23 about children to different staff members coming on and
24 off shift?
- 25 A. The back shift would meet -- no. The early shift would

1 meet with the night staff and the night staff would give
2 a feedback on how the night had gone. It was then their
3 responsibility to read the reports from the back shift
4 the night before, and then when you had finished your
5 shift, you did a transfer of information to the
6 afternoon shift that was coming on. There was always
7 a bit of a lap over of staff so that you could do the
8 transfer.

9 Q. In relation to records at Southannan, can you explain
10 about the records that were kept in relation to
11 children?

12 A. The child plans?

13 Q. The child plans.

14 A. Yes. They were just kept -- towards the end, they were
15 all kept on computer and things like that, and it was
16 the responsibility of everybody, every new member of
17 staff, to read everybody's active child plan so that
18 they knew where this child was going, what the future
19 was, what we were planning.

20 Q. Was the child plan a static document or was it a live
21 document which was subject to regular review?

22 A. Oh, live, yes; they were renewed every six months.

23 Q. Were there any records kept about what happened to
24 children during the course of the day or at night?

25 A. Yes, everyone did a written report -- well, the

1 coordinator did the written report. Each individual
2 would transfer to them what they wanted recorded and
3 then the coordinator would go and record it all in the
4 book because obviously you couldn't all go off the floor
5 to do a recording, so you went through the coordinator.

6 Q. If I can just understand that. If someone was, for
7 example, on night staff and something happened during
8 the night in relation to one or two children, what would
9 that member of staff do about recording what had
10 happened?

11 A. There was a big diary that they recorded in.

12 Q. Was that a diary in which all the information for that
13 night was recorded?

14 A. Yes. And then it was typed up by a secretary next day.

15 Q. And then you mentioned that there was a coordinator.

16 A. Yes.

17 Q. And what did the coordinator then do?

18 A. The coordinator was the one that did the recording of
19 that shift. There was a coordinator on each shift and
20 they took responsibility to make sure everything was
21 written up correctly. They would go round each member
22 of staff and say, "Right, what's happened, who did this,
23 who did that", and they would record it all.

24 Q. Was there any arrangement whereby the general
25 information gathered by the coordinator would find its

1 way to a file or paperwork in relation to a child, for
2 example paperwork that may or may not have been with the
3 plan?

4 A. Yes. They were all recorded and typed up, but then when
5 we went over to computers, everything that had been
6 typed up by the secretary and put into the main file,
7 you could then go in and type your child's name and that
8 would bring up all the information of every entry
9 towards that child.

10 Q. What kind of things were recorded about a child?

11 A. Whether the child had had a meltdown, whether the child
12 had been out at an activity, maybe the child was feeling
13 unwell, whether the child was given medication and stuff
14 like that.

15 Q. How did you find the use of much more recording at
16 Southannan in terms of how helpful it was for you doing
17 your job compared to a situation at Quarriers where
18 there was very little recording?

19 A. Well, you had all the information in front of you when
20 you were at Southannan because you just went on the
21 computer, pulled it all up, and we all had our own
22 little floppy discs -- a good few years ago -- and each
23 key worker would have all their child's recordings on
24 that floppy disc. So it was all there really for when
25 you did a child plan, where there was none of that at

1 Quarriers.

2 Q. So if you, for example, had been away on annual leave
3 and you came back, there would be a means by which you
4 knew exactly what had gone on in relation to the
5 children you were responsible for?

6 A. That's it, you could just go in and pull it all up and
7 you knew exactly -- although you were supposed to read
8 up on every child when you came back from leave.

9 Q. Was that part of the policy?

10 A. Yes, that you had to be aware of what stage every child
11 was in and what difficulties they were going through or
12 having.

13 Q. I'm going to ask you about some training, and you've
14 explained a general induction and some guidance and
15 written policies when you first arrived at Southannan,
16 but there wasn't a sort of formal training as such. Was
17 training provided later on during your period at
18 Southannan?

19 A. Yes. Actually, after I spoke to you yesterday, my brain
20 went into overdrive last night and I do recall that we
21 used to have training days, we used to go to
22 Seamill Hydro and have a conference there with all the
23 staff there, and we had -- I think we had a couple there
24 and then we also had one in Glasgow Street.

25 LADY SMITH: Sorry, which hydro was that?

- 1 A. Seamill.
- 2 LADY SMITH: Where is that?
- 3 A. West Kilbride, Seamill, just past Largs.
- 4 MS RATTRAY: At page 5477 of your statement, at
- 5 paragraph 98, you also mention that you returned to
- 6 Quarriers to attend in-service days.
- 7 A. Yes. We did go to Quarriers. Hang on, let me read what
- 8 I said. (Pause).
- 9 Q. Perhaps when you've read a few lines there, we can move
- 10 on to 5478 to the rest of the paragraph.
- 11 (Pause)
- 12 You seem to remember that there was an in-service
- 13 day at Quarriers about abuse.
- 14 A. Yes.
- 15 Q. And an external speaker came?
- 16 A. Mm-hm.
- 17 Q. What do you remember about that?
- 18 A. Is this the one where it was in Glasgow Street that
- 19 we're referring to?
- 20 Q. I know you've since told me when we asked about training
- 21 that there was a community centre in Glasgow Street --
- 22 A. Yes.
- 23 Q. -- in -- is it Fairlie?
- 24 A. No, Ardrossan.
- 25 Q. And you went there for some training.

1 A. Yes. I'm just reading this here again. Yes, we did go
2 up to Quarriers, and as I said there, did first aid
3 training and various bits and pieces.

4 Q. You mention in paragraph 98 that when you returned to
5 Quarriers to attend an in-service day, there was one
6 about abuse with an external speaker and:

7 "It was mainly about recognising abuse if you saw it
8 going on and keeping your eyes open and it was also
9 about going through the right channels if we did see
10 anything."

11 You thought that was toward the end of your time in
12 Southannan in 1998 or 1999, that's when you received
13 in-house training about sexual abuse?

14 A. Mm-hm. That is not correct, because that -- the
15 training I received in Glasgow Street, that was
16 Seafield School.

17 LADY SMITH: You finished at Southannan in 1995.

18 A. Yes.

19 MS RATTRAY: It would be Seafield?

20 A. It's Seafield, yes.

21 Q. Just generally, whether the training was there or at
22 Seafield in relation to abuse, was that focused on
23 recognising where a child had been abused? For example
24 was the focus simply on a child entering the school,
25 identifying could they have been subject to abuse?

- 1 A. Yes.
- 2 Q. Or was that discussing the possibility of a child being
3 abused whilst in care?
- 4 A. It was mainly watching for the signs of abuse from
5 a child when they first came in and things like that.
6 And obviously, you have got your eyes about you if
7 something's going wrong within the unit as well. It
8 just told you the signs to look for, like withdrawal
9 symptoms and things like that.
- 10 Q. At paragraph 99, you mention that you were in charge of
11 the kitchen and I think that's part of your promotion in
12 1988, where you became responsible for what was referred
13 to as "the living environment".
- 14 A. Yes.
- 15 Q. And in what way were your responsibilities extended by
16 that promotion?
- 17 A. I was responsible for what the children's menu was and
18 things like that. At one point I took a lot of
19 additives out of the kitchen, I didn't want food with
20 additives and things like that, because that does affect
21 hyperactive behaviour, and just making sure that the
22 children were wanting --ate what they wanted. They must
23 have a choice of what to eat.
- 24 Q. You indicate you did an SVQ training course --
- 25 A. Yes.

- 1 Q. -- and an Open University course --
- 2 A. Yes.
- 3 Q. -- about three stages of development.
- 4 A. Yes.
- 5 Q. And you also mention that there was a lot of in-house
6 training at Southannan and you had training days and
7 you were trained on therapeutic crisis intervention.
- 8 A. Yes.
- 9 Q. Can you tell us a little about of what that involves?
- 10 A. That was like how to restrain a child carefully without
11 any damage to the child or yourself and things like
12 that, because that was the in thing to do at the time.
13 It's now been withdrawn, they don't use that treatment
14 any more.
- 15 Q. At paragraph 101 you state that:
- 16 "The in-house training at Southannan was more in
17 depth than training [you'd] received at Quarriers."
- 18 A. Yes, definitely.
- 19 Q. Can you tell us a little more in comparison of what kind
20 of things were you trained on at Quarriers?
- 21 A. At Quarriers you were just trained on the different
22 levels of development of a child, as the child grows,
23 and that's really -- you weren't really trained how to
24 cope with a child that has been abused and things like
25 that because the majority of children that went to

1 Quarriers were where parents weren't coping with the
2 child, not because they had been expelled from schools
3 and things like that.

4 LADY SMITH: So that's no training on how to deal with
5 a child who has challenging behaviour?

6 A. Yes.

7 MS RATTRAY: And it's fair to say we know that children were
8 transferred from Quarriers to Southannan.

9 A. Yes.

10 Q. There were children living in Quarrier's Village who did
11 have challenging behaviour?

12 A. I don't recall how many.

13 Q. At the end of paragraph 101, you state:

14 "We were well supported and we had good guidance at
15 Southannan."

16 How does that compare with your experience at
17 Quarrier's Village?

18 A. We had staff meetings every week in Southannan where at
19 Quarriers it was only once a month, but you didn't talk
20 about behaviour or didn't talk about any of the
21 children; it was just purely about the running of the
22 village. In Southannan you spoke about, obviously, the
23 things of running Southannan, but then there was always
24 space to discuss the children if children were having
25 difficulties and things like that. You were able to add

1 things you wanted to talk about to an agenda, like in
2 any other business, where you never got that opportunity
3 in Quarriers. You had no say whatsoever on what was
4 discussed.

5 Q. Turning to the question of discipline, what was the
6 policy or approach in relation to disciplining children
7 at Southannan?

8 A. We didn't really discipline that much, really. You
9 really -- because the child had already got complex
10 problems, so you didn't want to add to them. If they
11 were displaying outrageous behaviour, it's for a reason,
12 you know, so you've got to try to get to the bottom of
13 it, what caused the problem, what they're feeling angry
14 about.

15 Q. What about the response be if, as you described earlier
16 on, a child trashed their bedroom? What was the
17 response to a child behaving in that way?

18 A. Well, we just would calm the child down and help them
19 rectify their bedroom and say, "Come on, lets go and
20 sort your bedroom out", where it could be sorted. With
21 some of them we had to get new stuff.

22 Q. At page 5482, paragraph 121, you tell us, as you say:
23 "If a child's room was damaged, you just sorted out
24 the room again and you used second-hand furniture."

25 And then you say:

- 1 "New legislation came in and [you] couldn't use
2 second-hand items any more --"
- 3 A. Mm-hm.
- 4 Q. "-- we got somebody in who helped us design furniture
5 that was anchored down --"
- 6 A. Yes.
- 7 Q. "-- and the only thing that could be moved was child's
8 mattress."
- 9 A. Yes, and they couldn't damage themselves with that, so
10 everything was anchored down to the floor or to the
11 wall.
- 12 Q. You said they couldn't damage themselves?
- 13 A. No.
- 14 Q. So there was a concern not just about the furniture,
15 there was concern about the safety of the child?
- 16 A. Of the child as well, yes.
- 17 Q. What would happen if a child with challenging
18 behavioural problems became physically aggressive either
19 towards an adult or another child? How would that be
20 managed?
- 21 A. Obviously there was a lot of staff and if you knew where
22 your children were, then you sort of checked things out,
23 but you'd always hear what was going on, just with the
24 design of the building. And there was always -- if
25 you were going into an incident, there would always be

1 another member of staff, even sometimes the children
2 would go and get somebody else, they'd say, "Carol's got
3 a problem with so-and-so, can you go and get her some
4 support", so that you weren't on your own.

5 Q. Were there ever any situations -- we've spoken about the
6 staff/child ratio and how there were more staff than
7 children. Were there any situations where a member of
8 staff would be left for any length of time or
9 a prolonged length of time with a child on their own?

10 A. No. No, because there was always the coordinator there
11 that should know where every staff member was, where
12 every child was.

13 Q. Was there any problem with bullying?

14 A. Obviously -- I wouldn't have said bullying, but
15 disagreements and things like that. With children
16 you'll always get that. Say they want to go on an
17 outing and the outing only had four spaces, you would
18 maybe get a bigger one saying, oh, can you drop out
19 I want to go, and put quite a bit of pressure on, but
20 you normally intervened.

21 Q. To what extent did children have contact with their
22 family when they were living in Southannan?

23 A. If the parents wanted to come and visit, they were
24 encouraged to come and visit. There was no problem.
25 Occasionally we would take the children to visit their

1 parents, but there was a little lodge house there as
2 well where, if the children wanted to -- so we could
3 monitor the interaction between the child and the
4 parents, we could monitor that and see how well they
5 were doing and they were invited to come and stay
6 overnight and things like that. But it was all
7 monitored.

8 Q. Did children have the opportunity to speak by telephone
9 to their family?

10 A. Oh yes, yes. There was always a telephone available if
11 they wanted to speak to the parents and things like
12 that.

13 Q. Did they have the chance to speak in private?

14 A. Yes, they did.

15 Q. How did that compare to the position of children in
16 Quarrier's Village?

17 A. The children didn't have a lot of contact with outside
18 people, their parents and things like that, because they
19 had been -- they went into care for different reasons.
20 Occasionally, the parents would come back on the scene
21 and sort of try to build up relationships, but there was
22 a big switchboard in Quarriers and the call would be put
23 through to your unit.

24 LADY SMITH: And I suppose telephone contact would depend on
25 whether there was a phone in the children's own homes.

1 A. Yes.

2 LADY SMITH: You went there in the early 1970s and there
3 were still many homes where people didn't have phones.

4 A. Yes, they had to go to the telephone box or something.

5 LADY SMITH: With the right money?

6 A. Yes.

7 MS RATTRAY: You told us about your approach to what would
8 happen if a child ran away in Quarriers. Did children
9 ever run away from Southannan School?

10 A. Oh yes, numerous times.

11 Q. Was it a locked school?

12 A. No. The only time the unit was locked was night-time
13 when the front door was locked.

14 Q. How did staff manage a situation where a child ran away?

15 A. There was always an on-call person and they were called
16 in and the on-call person then would take over and
17 notify the police or go out looking for the child and
18 things like that.

19 Q. When the child was found, how was that child dealt with,
20 having run away?

21 A. The same way as anything else. You talked to the child
22 to find out why they did it, were they encouraged to
23 join another group, and tell them that it was not a good
24 thing to follow another child, if they were coerced into
25 joining a group that just wanted to run. You just

1 talked everything through. So that was the main thing:
2 you did a lot of talking.

3 Q. Was there ever any sanction or consequence for the
4 child when they ran away?

5 A. Occasionally the child may not be taken on an activity
6 or something, in case the child started to run and
7 things like that. Because if they took off when you'd
8 taken three or four children to the swimming pool, you
9 didn't want the child disappearing. So maybe they
10 weren't allowed to go on an outing, but they were
11 allowed to take part in activities within the school.

12 Q. So am I correct in saying from what you're explaining
13 that that was more of a safety issue --

14 A. Yes.

15 Q. -- about the child rather than a punishment for the
16 child?

17 A. Yes.

18 Q. Moving on to the subject of abuse, did you ever see or
19 hear of any behaviour, conduct or practice at Southannan
20 which you considered to be abusive?

21 A. No. No.

22 Q. If I can take you to paragraph 134 at page 5485, that's
23 in front of you. You say that you knew there was an
24 incident involving two boys engaging in sexual activity.

25 A. Mm-hm.

- 1 Q. You weren't on duty and you didn't witness it and you
2 don't know how it was dealt with.
- 3 A. No, I don't know how it was dealt with.
- 4 Q. Was that something that was the subject matter of any
5 policies that you recall?
- 6 A. Actually, when I think about it, I think that happened
7 before I actually went there to work, but I knew of the
8 incident. I don't know exactly how it was all dealt
9 with.
- 10 Q. Was there anything in the policies that addressed how to
11 manage sexual activity between young people in school?
- 12 A. I think we would have been given guidance, I can't
13 recall it all now, it's such a long time ago, but I'm
14 sure there was guidance there on how to deal with it.
15 I know you would have gone to the head and then we would
16 inform the local authority social workers and things
17 like that.
- 18 Q. At paragraph 136, you share a memory of a child who took
19 fits every time she went near the kitchen.
- 20 A. Yes.
- 21 Q. Can you tell us about that?
- 22 A. She had come from a children's home up in Glasgow that
23 was run by the nuns and she was a lovely wee girl, and
24 I used to say, "Come on, let's go in and do baking", or
25 we'd do the supper together or something like that. She

1 would totally cringe and she had a way of cutting the
2 oxygen off from her brain -- she would fold her clothes
3 right up like that (indicating) so it cut the windpipe
4 off. I'm saying, "Why are you doing that?" She said,
5 "I don't want the kitchen, I don't want the kitchen",
6 "Why?" And every time, there was a wooden spoon, she
7 said, "That's what I used to get hit with at the other
8 children's home". And I said, "It won't happen here".

9 Then she relaxed, but she still had that thing where
10 she cut her oxygen off and she collapsed one day on me
11 in public. It turned out she was okay and she did stop
12 doing it.

13 Q. Do you recall if there were any procedure or policy or
14 practice in relation to reporting abuse at Southannan
15 in the event you came across an abusive situation?

16 A. Oh yes, we would have to record that. That would go
17 into the recording of the shift and things like that.
18 And George Gill, even when he wasn't on duty, came in
19 every night to check everything was okay. Even if
20 he wasn't the on-call person, he would have come in just
21 to see how everything was running.

22 Q. Is he the person you would have reported abuse to as
23 well as recording it?

24 A. Yes.

25 Q. At this stage, I'm going to move on and ask you one or

1 two questions about your experiences at Seafield School
2 in Ardrossan. I understand from your statement at
3 page 5486 that in about 1996 or 1997, your understanding
4 is the local authority requested that Quarriers opened
5 a day school --

6 A. Yes.

7 Q. -- and you needed big premises?

8 A. Mm-hm.

9 Q. And at the time Seafield belonged to North Ayrshire
10 Local Authority and Quarriers rented the building from
11 them and later Quarriers purchased the building?

12 A. Mm-hm.

13 Q. Essentially, what happened here then is that the school
14 at Southannan relocated --

15 A. Yes, we expanded.

16 Q. -- to Seafield. In terms of numbers and age range of
17 pupils, was that different at Seafield?

18 A. No, it was still the same age group, but there was like
19 20 day pupils that used to be taxied in and out morning
20 and night.

21 Q. Was that in addition to children who were residing in --

22 A. Yes.

23 Q. And was it the same number of children about, 20, who
24 were residing?

25 A. Well, we had Annanview(?) and Clydeview that had 12

1 children in each and then there was a cottage that had
2 four. So it was like 28 residential and 20 day pupils.

3 Q. I think I mentioned at the outset your role at Seafield
4 was as a senior residential social worker.

5 A. Yes.

6 Q. I'm just going to ask you a little bit about the process
7 by which you acquired that role. If you could look at
8 document number QAR.001.003.9732.

9 This is probably another document you haven't seen
10 for a while.

11 A. No.

12 Q. Do you recognise it at all?

13 A. No.

14 Q. If I can perhaps assist then and say, from your
15 personnel file, this appears to be an application that
16 you have completed in around July 1995 for the role of
17 senior residential social worker.

18 A. Oh yes, yes, we all did have to reapply for our jobs.

19 Q. So when there was a transfer from Southannan to
20 Seafield, everyone had to reapply for their jobs?

21 A. Yes, we had to reapply for our jobs.

22 Q. We also see at page 9734 of that document you provide us
23 with a useful summary of your work experience at that
24 time --

25 A. Mm-hm.

1 Q. -- including your time in Quarrier's Village and your
2 time in Southannan. At page 9735, you also provide
3 references.

4 A. Mm-hm.

5 Q. And the referees are identified as Mr G Gill and
6 Mr J Broussard.

7 A. Mm-hm.

8 Q. Although I think I can say from other parts of your
9 personnel file, ultimately I think Joe Broussard didn't
10 provide you with a reference and a Mr G Patterson
11 provided you with a reference. Do you remember that?

12 A. No, I don't remember that. I don't even remember
13 filling this in.

14 Q. We do know that you were offered the job --

15 A. Yes.

16 Q. -- and you acquired that job. If we look at
17 QAR.001.003.9744 --

18 A. Could I take a break for two minutes?

19 LADY SMITH: Yes, we can do that.

20 A. Thank you.

21 (12.29 pm)

22 (A short break)

23 (12.32 pm)

24 MS RATTRAY: We were looking at a document which you now
25 have in front of you -- which may not be the document

1 I want. I'm looking for QAR.001.003.9737. It might
2 help if I simply explain what this document will be when
3 we see it. Apologies, that is the right document.

4 The previous document we've just seen, I can perhaps
5 explain, is a letter from Quarriers of 11 August 1995,
6 offering you the position of senior residential
7 social worker, in the penultimate paragraph, saying that
8 the offer is subject to the receipt of satisfactory
9 references, including checks with the Scottish Criminal
10 Records Office, and you're provided with a form for
11 that.

12 The other document you have in front of you now,
13 003.9373, is also from your personnel file and that's
14 a letter of 29 August 1995, when one of your referees
15 appears to be provided with a questionnaire in relation
16 to you --

17 A. Right.

18 Q. -- and makes the comment that:

19 "The questionnaire would be more appropriate for
20 a past employer and as such I'm not competent to
21 complete it. I am, however, more than happy to provide
22 the enclosed personal reference."

23 And at page 9736, we see that there is a personal
24 reference also provided, which is in your favour, very
25 positive, by someone who's known you for over nine years

1 and:

2 "Having read the job description, [the referee has]
3 no doubt you have the personal skills and aptitude
4 included in the person specification."

5 And so it would appear that certain information has
6 been provided to the referee and the referee considers
7 you're intelligent and articulate, and someone who
8 socialises comfortably with both adults and children,
9 you are highly respected and that referee has no
10 hesitation in recommending you for the post.

11 If we turn to QAR.001.003.9738, I think we will see
12 correspondence from the Scottish Criminal Record Office
13 to G Gill at Southannan at that time.

14 If we turn over to 9739, we see that there is
15 a Scottish Criminal Record Office form, which provides
16 certain information and seems to have been received in
17 August 1995 and a supervisory check, date stamped at the
18 bottom right-hand corner of 22 September 1995, and that
19 no trace has been found on the details supplied.

20 If we turn to 003.9740, which is the following page,
21 I think what we will see when it comes up is another
22 letter from the Scottish Criminal Record Office that
23 says, "Date as postmark". So it doesn't disclose the
24 date, but what we see -- it may well be that that's not
25 something you can speak to us directly about, Carol, but

1 it certainly helps us with our understanding of
2 a process, that there is reference to child access
3 enquiries with a non-Scottish address --

4 A. Yes.

5 Q. -- because you had been living in England previously.

6 A. Yes.

7 Q. And we see that in the second paragraph, it says:

8 "A check has been made against the SCRO criminal
9 history database and the result is attached.

10 Unfortunately, checks in respect of previous findings of
11 guilt recorded in an area outwith Scotland cannot be
12 programmed at this time for the following reasons."

13 We see that at paragraph 2 it says:

14 "A general PNC check has been completed and, as you
15 are no doubt aware, while such a check covers all UK
16 addresses and is a comprehensive database, it does not
17 include all previous convictions, hence the reason for
18 the necessity to make additional enquiries with local
19 police force record offices. However, [and it refers to
20 a particular area, which I think it might be
21 Staffordshire] will not initiate any local checks on
22 subjects who have not resided in their area over the
23 last five years."

24 A. I didn't know that.

25 Q. So we see that whilst checks can be carried out, this

1 process at this time was perhaps restricted the extent
2 to which checks could be made on someone who had lived
3 away from an area in England for five years.

4 I don't think I need to take you to it, but suffice
5 to say a further check, a police check, was carried out,
6 apparently with West Midlands Police, which disclosed no
7 trace, so it looks as if further enquiries were made
8 with a local area, albeit there may be certain
9 limitations to that.

10 I think the final document that I'd like you to
11 consider about the recruitment process for Seafield is
12 at QAR.001.003.9720. What we have here is from your
13 personnel file and we see a principal statement of main
14 terms and conditions of employment to be read in
15 conjunction with the Quarriers employee handbook.

16 So at that stage there appears to have been
17 a handbook available for full-time permanent employees.
18 It confirms your commencement date of 4 September 1995
19 in relation to your post as senior residential
20 social worker, albeit it appears that this document was
21 not produced or signed, we know from the final page,
22 until January 1997, which is probably some time after
23 you in fact started.

24 A. Yes.

25 Q. But I don't think we need to look at it in detail.

1 We can say that there is, as I say, reference to a staff
2 handbook or employee handbook, and there is reference at
3 paragraph 18 to there being in existence a disciplinary
4 procedure and also a grievance procedure.

5 A. Yes.

6 Q. So we see from that, that compared to your original
7 recruitment in Quarriers back in the early seventies,
8 things have moved on somewhat in terms of checks and in
9 terms of procedures.

10 A. Right.

11 Q. Carol, I'm not going to spend very much on your time at
12 Seafield. What we do know from your statement is that,
13 as a senior social worker, senior residential
14 social worker, you were looking after a unit within the
15 grounds --

16 A. Yes.

17 Q. -- which was referred to as the cottage?

18 A. The cottage, yes.

19 Q. And in which there were four boys?

20 A. Mm-hm.

21 Q. From your statement, it appears that you had four
22 members of staff in your unit --

23 A. Yes.

24 Q. -- when you started?

25 A. Yes.

- 1 Q. And you also had a relief staff member?
- 2 A. Yes.
- 3 Q. So there was always at least two members of staff
4 present?
- 5 A. Mm-hm.
- 6 Q. You tell us in your statement at page 5487,
7 paragraph 148, that each unit had a copy of all the
8 policies --
- 9 A. Yes.
- 10 Q. -- and it was part of induction for new members of staff
11 to read all the policies and sign them off and new staff
12 were taken on on a three-month probationary period.
- 13 A. Correct.
- 14 Q. Now, just on the subject of visits and inspections,
15 which I didn't cover when we spoke about Southannan,
16 what do you remember about anyone from Quarriers
17 management, ie outwith Southannan School, coming to
18 inspect or monitor what was happening in
19 Southannan School?
- 20 A. At odd times Joe Mortimer would come down and then, when
21 there was a change of management in Quarriers,
22 Phil Robinson came down. I remember two or three
23 people, but I don't know all their names now, they would
24 come down and visit -- and I know George and Joe went up
25 to Bridge of Weir regularly for meetings.

- 1 Q. How regularly do you recall Joe Mortimer coming down
2 when he was superintendent?
- 3 A. He would come down for open days, maybe a couple of
4 times a year, I don't really know how many times.
5 Sometimes I might not have been on shift when he came.
6 I don't know.
- 7 Q. Perhaps for special occasions, a couple of times a year?
- 8 A. Yes.
- 9 Q. And what about Phil Robinson in his time?
- 10 A. I didn't really see -- I have met him a couple of times,
11 but I don't really know.
- 12 Q. Okay. In relation to external inspections, you tell us
13 in your statement that you recall official inspections
14 being carried out in terms of the education of the
15 children --
- 16 A. Yes.
- 17 Q. -- but you don't recall there being any equivalent
18 external formal inspection in relation to the child's
19 welfare or living arrangements?
- 20 A. No, I don't recall anything about it.
- 21 Q. Moving back to Seafield and the subject of abuse, you
22 tell us in your statement at paragraph 153, page 5488,
23 that you weren't aware of any abuse at Seafield.
- 24 A. No.
- 25 Q. And indeed, when asked, you weren't aware of any sexual

1 activity between children at Seafield?

2 A. No.

3 Q. Or there being any culture of tolerance of such
4 behaviour with children at Seafield?

5 A. Not that I'm aware of, no.

6 LADY SMITH: Seafield wasn't residential, was it?

7 A. Yes.

8 LADY SMITH: It was a day provision?

9 A. It was residential for 24 pupils and then there was 20
10 for school.

11 LADY SMITH: That's what I'm recalling. So it was a mix of
12 day pupils and others?

13 A. Yes.

14 MS RATTRAY: You tell us at paragraph 154 that:

15 "Had [you] become aware of sexualised or
16 inappropriate behaviour between children, [you] would
17 have written it all down."

18 A. Yes. Oh yes.

19 Q. And you say that you would have talked to the child and
20 fed back to the field social worker, the local authority
21 social worker, and you would have sought guidance from
22 your line manager.

23 A. Yes.

24 Q. At page 5489, you tell us that:

25 "All of a sudden, George Gill and Joe Broussard were

- 1 seen off the premises."
- 2 A. Yes.
- 3 Q. And you don't know what went wrong other than it might
- 4 have had something to do with the local authority.
- 5 A. It had something to do with the local authority, but
- 6 that's all, and nobody knows the reasons why.
- 7 Q. There was a very sudden change in management, but staff
- 8 were not provided with reasons or anything explained to
- 9 them about it?
- 10 A. No.
- 11 Q. How did that affect staff in Seafield at the time?
- 12 A. Well, it sort of became a little bit of an upheaval
- 13 because the coordination, the way things worked, just
- 14 disappeared because there were different people coming
- 15 in, running the place temporarily and stuff like that,
- 16 and then they had to recruit new staff. It was a bit of
- 17 an upheaval.
- 18 Q. You tell us at paragraph 159 on page 5489 that for the
- 19 last 12 months of your service, you didn't have the same
- 20 level of staff support --
- 21 A. No.
- 22 Q. -- in the cottage in your unit?
- 23 A. Mm-hm.
- 24 Q. And situations arose where it was expected that you
- 25 should be alone with the children?

- 1 A. Yes, there were. They said that I could do it myself,
2 I could manage, I was competent enough to be able to do
3 it, which is fine when there's not a problem, but when
4 there's a problem, that's not correct.
- 5 Q. And being left on your own impacted upon your ability to
6 organise your time?
- 7 A. Yes.
- 8 Q. And that was at a time when time within the week was set
9 aside for you to study for your SVQ because rules had
10 been introduced that anybody in childcare had to be
11 qualified by 2002?
- 12 A. Yes.
- 13 Q. You say that the training time set aside in your
14 programme was affected by the reduced level of staff in
15 your unit.
- 16 A. That's it. It was just a time management thing; you
17 just couldn't get it correct. Because I was an SVQ
18 assessor, so I was letting my staff down by not being
19 able to assess them. It was dragging the course out,
20 which really shouldn't have happened.
- 21 Q. So you were aiming at the date for 2002, but you say in
22 your statement at paragraph 160 that you didn't think it
23 was important to other people.
- 24 A. Well, obviously when my staff get pulled away from my
25 unit to go somewhere else and I wasn't able to help them

1 with their SVQ, it obviously wasn't that important to
2 the person that was taking my staff.

3 Q. At paragraphs 162 to 164, you tell us that there was
4 a boy, a child, who felt wasn't suitable for your unit
5 and you describe it as a straw that broke the camel's
6 back.

7 A. Correct.

8 Q. He kept exposing himself sexually?

9 A. Yes.

10 Q. And displaying sexually inappropriate behaviour towards
11 you?

12 A. Yes.

13 Q. And you say that one of the four staff in the unit would
14 sleep in at night-time --

15 A. Mm-hm.

16 Q. -- and that concerned you because there was nobody there
17 to keep an eye on the boy?

18 A. Yes.

19 Q. And shortly after you left, later, they then brought in
20 a system whereby they were waking staff?

21 A. Yes, they would waken staff.

22 Q. But at 164, you tell us that essentially you didn't feel
23 supported.

24 A. Mm-hm.

25 Q. And you were told just to pull yourself together and

1 tell him to pull his trousers up?

2 A. Yes.

3 Q. And your view was this was putting the child at risk and
4 putting you at risk?

5 A. Yes.

6 Q. And I think against this background and perhaps other
7 matters, you became very stressed, you were off sick?

8 A. Yes, I went off with stress.

9 Q. And eventually, you reached an agreement with Quarriers
10 whereby you decided to leave?

11 A. Yes. Which was a shame because I thoroughly enjoyed my
12 time. I just felt because I wasn't supported there,
13 that ruined my career, which was a shame.

14 Q. And for the vast majority of your time, both in
15 Quarrier's Village, Southannan and Seafield, you enjoyed
16 your work?

17 A. Yes, I thoroughly enjoyed my job, I wouldn't have wanted
18 to work anywhere else.

19 MS RATTRAY: My Lady, that concludes my questions for this
20 witness.

21 LADY SMITH: Thank you.

22 Are there any outstanding applications for questions
23 for this witness? No.

24 Carol, those are all the questions we have for you.
25 Can I thank you very much for engaging with the inquiry

1 to help us understand how things were in your time at
2 three different Quarriers institutions from the
3 perspective of somebody working there, both from the
4 child/house parent perspective and then into the
5 social work perspective. Your evidence is very full of
6 important material, so thank you for that and I'm now
7 able to let you go.

8 A. Right, thank you very much.

9 (The witness withdrew)

10 LADY SMITH: I'm thinking if I rise now for an early lunch
11 break, we could maybe sit again at 1.45. Will the next
12 witness be ready then? Very well, we'll adjourn now
13 until 1.45.

14 (12.50 pm)

15 (The lunch adjournment)

16

17

1 (1.45 pm)

2 LADY SMITH: Good afternoon. Mr Peoples.

3 MR PEOPLES: Good afternoon, my Lady. The next witness is
4 a former child in care and has anonymity and she has
5 chosen the pseudonym "Alison".

6 "ALISON" (sworn)

7 LADY SMITH: Please sit down and make yourself comfortable.

8 That looks as if you're in a good position for the
9 microphone. If I ask you to try to make sure you stay
10 within reach of the microphone so that we can all hear
11 you properly, particularly, just to explain, the
12 stenographers are listening to you through the sound
13 system, so they must pick you up through that.

14 Mr Peoples.

15 Questions from MR PEOPLES

16 MR PEOPLES: Good afternoon, Alison.

17 A. Hello.

18 Q. In front of you, as has just been explained, there is
19 a red folder which contains a copy of the written
20 statement that you have provided to the inquiry. I'll
21 shortly ask you a little bit about that statement and
22 the folder that you have.

23 It will also appear on the screen in front of you,
24 so it's really a matter for you which you prefer to use.
25 So if you want to use anything said in your statement,

1 it's in front of you in both the folder and the screen.

2 With that introduction, what I'll do, before I ask
3 you any questions, is simply to give the identification
4 number that we have given to your statement for the
5 benefit of the transcript. That's WIT.001.002.1602.

6 Alison, if I could ask you to open the folder at
7 this stage and turn to the final page of your statement.
8 That's at page 1637. Can you confirm that you have
9 signed your statement?

10 A. Yes.

11 Q. And that you have no objection to your statement being
12 published as part of the evidence to the inquiry and
13 that you believe the facts stated in your witness
14 statement are true.

15 A. Yes.

16 Q. Can I now ask you to turn to the first page of your
17 statement. Can I firstly ask you to confirm simply the
18 year of your birth. Can you confirm that you were born
19 in the year 1950?

20 A. Yes.

21 Q. The first part of your statement, from paragraphs 2 to
22 20, deals with your period as a child in care at
23 Quarriers.

24 A. Yes.

25 Q. The second part of your statement, which I think runs

1 from paragraphs 27 through to 214, tells us about your
2 time as an employee of Quarriers as a house parent.

3 So I'll begin by just asking about the first part,
4 your time in care, I have a few questions to ask you
5 about that. You deal with the matter in your statement
6 and we have read this.

7 What you tell us is that you, at a very early age --
8 I think you were under a year old -- were placed in
9 Quarriers --

10 A. Yes.

11 Q. -- in 1951?

12 A. Yes.

13 Q. And you remained in Quarriers until you were 17 years of
14 age in 1967; is that correct?

15 A. Yes.

16 Q. You tell us in this section of your statement that the
17 house parent in the cottage you were placed in was
18 a person called QJD

19 A. Yes.

20 Q. And that she was the house parent in cottage 15?

21 A. Yes.

22 Q. Am I right in thinking that she would be the sole
23 house parent in that cottage?

24 A. She was the sole house parent for the duration of my
25 time there.

1 Q. Your whole time?

2 A. Mm-hm.

3 Q. And she would, I think we've understood it before, as

4 a house parent, have some assistance --

5 A. Yes.

6 Q. -- to help her?

7 A. Yes.

8 Q. Would that be a cottage auntie, as they're sometimes

9 described?

10 A. Yes.

11 Q. Would she have any other help when you were there?

12 A. There was a cleaner who came in from about 8 o'clock in

13 the morning until 2.30.

14 Q. Am I right in thinking that the cleaner would only come

15 during the day in the hours you've said, she wouldn't be

16 there overnight?

17 A. No.

18 Q. What about the cottage auntie?

19 A. The cottage auntie wouldn't be there overnight.

20 Q. Because we've heard some evidence that, at least at some

21 point in time, Quarriers would have a staff quarters for

22 cottage aunties; is that your understanding?

23 A. Yes, but that was usually for them to stay over when we

24 had our days off.

25 Q. Right. So far as cottage 15 is concerned, would

1 QJD be the person who would stay overnight in
2 the person in the cottage --

3 A. Yes.

4 Q. -- without any other adult being present?

5 A. Yes.

6 Q. Can you tell me, was your cottage a single-sex cottage
7 or mixed?

8 A. It was single sex up until the sixties, and then they
9 introduced some of the brothers of some of the other
10 children that we had. So for a long while we just had
11 two boys.

12 Q. So do I take that the original policy was one of
13 separating boys and girls within Quarrier's Village --

14 A. Yes.

15 Q. -- whether related or not?

16 A. Yes.

17 Q. But there came a time, you think in the sixties, where
18 there was the introduction of mixed cottages?

19 A. Yes.

20 Q. Did that happen some years before you left in 1967 or
21 thereabouts?

22 A. Oh yes.

23 Q. You tell us that when you were admitted, you had
24 siblings; is that right?

25 A. Yes.

- 1 Q. You had brothers?
- 2 A. Two brothers and a sister.
- 3 Q. I think when you were admitted, your brothers were put
4 in a different cottage; is that correct?
- 5 A. They were put in a boys' cottage.
- 6 Q. At any time when you were in Quarriers, were you ever
7 in the same cottage as your brothers?
- 8 A. No. I think my younger brother was in beside us for
9 a short time. I can't really remember. I just remember
10 him getting moved when he was about 12, I think. He
11 went to a boys' cottage.
- 12 Q. So for the majority of your time, do I take it then
13 you weren't living in the same cottage as your brothers?
- 14 A. I wasn't living -- no.
- 15 Q. And during your period in Quarriers as a child did you
16 see much of your brothers?
- 17 A. I don't really remember seeing much of my brothers
18 actually because they were a bit older than me and, with
19 them being boys, in a different cottage.
- 20 Q. So you have no strong --
- 21 A. I can't really remember it, no.
- 22 Q. As you tell us in paragraph 8 of your statement on
23 page 1603, you have good memories of your time in care?
- 24 A. Very good, yes.
- 25 Q. And you describe the type of person that QJD

- 1 was, your description of her in paragraph 8. Can you
2 tell us what sort of person she seemed to you?
- 3 A. She was very committed to looking after children. She
4 had always cared for people: if it wasn't old people, it
5 was young people. She had been in the army during the
6 war and when she came out the army -- she was in the
7 ATS, she was a cook in the ATS, and she came to
8 Quarriers after the war.
- 9 Q. We have been given some information from Quarriers about
10 QJD My understanding is that she was born
11 in the year 1911. Would that coincide with your idea of
12 what her age was?
- 13 A. Yes.
- 14 Q. We understand from the information Quarriers have
15 provided to the inquiry that she may have been employed
16 from approximately [REDACTED] 1947, just shortly after
17 the end of the Second World War, until around about
18 [REDACTED] 1971, which I think would be after you had
19 left.
- 20 A. Yes.
- 21 Q. Was she still there when you left?
- 22 A. Yes.
- 23 Q. I think during that period that she was based in
24 cottage 15 throughout.
- 25 A. Yes.

1 Q. You have good memories of your time in care. You've
2 told us you were separated from your older brothers when
3 you were admitted and that remained generally the
4 position; is that correct?

5 A. Yes.

6 Q. You tell us that your brothers', or at least one of your
7 brothers, experiences may have been different to yours.
8 I think we see -- at paragraph 12 you tell us that at
9 least one of your brothers hated the cottage that he was
10 in. Is that something that he disclosed to you in later
11 life --

12 A. Yes.

13 Q. -- or at the time?

14 A. No, much later in life. I was 40 when I got
15 reintroduced to my brother. He went to Germany and we
16 went to go and see him but I was 40 then.

17 Q. I think you tell us that while you're not entirely sure
18 which cottage he was in, his house parents were a couple
19 called the **QMM/SPO** is that right --

20 A. Yes.

21 Q. -- who you describe as very strict?

22 A. Yes.

23 Q. And you tell us that your brother hasn't spoken very
24 much about his time with the **QMM/SPO** but you appear to
25 have formed the impression that there was a good deal of

1 physical punishment going on in that cottage.

2 Is that --

3 A. That's what he told me.

4 Q. That there was?

5 A. Yes.

6 Q. He said that to you?

7 A. Yes.

8 Q. Did he indicate whether that punishment was at any times

9 excessive?

10 A. Yes.

11 Q. He said that?

12 A. Yes.

13 Q. Did he give you any clue as to what he meant by that,

14 what sort of things he had in mind?

15 A. No.

16 Q. But he was saying to you that he considered that the

17 punishment was excessive at the time?

18 A. Yes.

19 Q. So far as the QMM/SPO are concerned, again Quarriers

20 have supplied some information to us, which suggests

21 that they started at Quarriers around about [REDACTED] 1952,

22 which would coincide with about the time that you and

23 your brothers were placed in care; is that right?

24 A. Yes.

25 Q. And I think that they suggest that they may have been

1 the house parents in cottage 28, but I take it that that
2 could be right, you're not entirely clear now which
3 cottage they were based in?

4 A. I think they were in 28.

5 Q. 28?

6 A. I think it was 28.

7 Q. Because I think you had in mind maybe some other
8 numbers, but do you think on reflection 28 might have
9 been the right number for them?

10 A. I could point the house out to you.

11 Q. Don't worry. It's not a matter of great importance.

12 If I could put it this way: perhaps the one
13 criticism that you may make of your own time in
14 Quarriers is that, at paragraph 23 on page 1605, I think
15 you say at paragraph 23 that -- really, I think the
16 point you make is you didn't have enough preparation for
17 your life after care; is that what you're seeking to
18 convey?

19 A. Yes.

20 Q. As you put it, really you struggled a bit when you left
21 Quarriers because you'd been so sheltered?

22 A. Yes.

23 Q. Is that in the sense that everything was really done for
24 you from day 1 until the day you left?

25 A. Yes, kind of. We weren't subjected to public transport

1 and shopping and buying groceries and all that sort of
2 thing because that was all provided for us.

3 Q. It was a self-contained village that had all these
4 facilities, so you didn't have to --

5 A. So we didn't have to --

6 Q. -- leave the walls or the boundaries --

7 A. No, so it was quite hard when we left.

8 Q. In those days would there be many trips outwith
9 Quarriers certainly in the fifties and early sixties?

10 A. In the sixties there were far more.

11 Q. Than the fifties?

12 A. In the fifties, **QMM/SPO** would take us out or
13 Quarriers would have a day for the whole village at
14 different times to go down for a day at the beach and
15 things like that. But it was all arranged, we didn't go
16 on public transport, it was all arranged for us.

17 Q. You tell us a little bit about your employment after you
18 left Quarriers as a child. You had various jobs before
19 you arrived at Quarriers as an employee, but I think at
20 paragraph 26 on page 1606, you tell us that you had an
21 interest in working with children, you and your husband,
22 and had had some experience working with a youth group
23 in a Glasgow church before you arrived at Quarriers?

24 A. Yes.

25 Q. And indeed, you had, on occasions, some vulnerable

1 children from that group who would come and stay with
2 you --

3 A. Yes.

4 Q. -- in your own home?

5 A. Yes.

6 Q. So far as employment with Quarriers is concerned, you
7 tell us that you became a house parent in 1974,
8 I think --

9 A. Yes.

10 Q. -- when you were aged 24?

11 A. Yes.

12 Q. We have been told by Quarriers that your starting date
13 might have been around [REDACTED] 1974; would that
14 accord with your general recollection?

15 A. Yes.

16 Q. And you stayed with Quarriers for a period of around
17 about 13 years as a house parent in cottage 42?

18 A. Yes, that's right.

19 Q. Again, we've got a date but it seems to be a little more
20 uncertain. Quarriers seem to indicate that you may have
21 left at the very beginning of 1988, towards the end of
22 1987; is that your memory?

23 A. I can't remember.

24 Q. It would be around that time?

25 A. Yes.

- 1 Q. I think you were in your thirties when you left.
- 2 A. Yes.
- 3 Q. So far as cottage 42 is concerned, you took over from
4 Joe Nicholson and his wife Joyce, didn't you?
- 5 A. Yes.
- 6 Q. And I think we understand that Joe Nicholson thereafter
7 became a sort of in-house social worker, albeit not then
8 qualified, but I think he subsequently got some sort of
9 qualification; is that correct?
- 10 A. Yes.
- 11 Q. So far as taking over cottage 42 is concerned, was there
12 any period of overlap between you and the Nicholsons, or
13 did you simply take over from them without them being
14 around?
- 15 A. No, I think I was around maybe for, I don't know, a few
16 days because I remember being in the house with them, so
17 there must have been a bit of an overlap.
- 18 Q. I think, when you moved to Quarriers at the age of 24,
19 you were married and you had a young child who was still
20 under a year; is that right?
- 21 A. Yes.
- 22 Q. And you as a family moved into cottage 42?
- 23 A. Yes.
- 24 Q. But initially, your husband continued to work outside of
25 Quarriers because I think, as you have put it in

1 paragraph 31, you were going to see how it would work
2 out?

3 A. Yes.

4 Q. But after about a year, you tell us in paragraph 32 on
5 page 1607, I think, that he left the job he'd been doing
6 and joined you as a house parent as Quarriers; is that
7 right?

8 A. Yes.

9 Q. And that indeed, during your time in Quarriers, you had
10 two other children?

11 A. Yes.

12 Q. How many children did you have to care for other than
13 your own in cottage 42? Can you give us an approximate
14 number?

15 A. There was usually 14 at any one time.

16 Q. And by the time you were a house parent that would be
17 a mixed cottage?

18 A. Yes.

19 Q. I think you told us, actually -- and you tell us in your
20 statement in relation to your initial period of
21 employment -- that you stayed firstly in cottage 18;
22 is that right? At paragraph 35 you tell us that you
23 were given accommodation in cottage 18.

24 A. Yes.

25 Q. And for perhaps a month or so, you shadowed

- 1 **QNZ** who was the house parent in cottage 17;
2 is that right?
- 3 A. Yes.
- 4 Q. This is in a section of your report headed "Training",
5 but I think you make the point that there wasn't a
6 training period as such, you were just simply in
7 cottage 17 and doing what was required?
- 8 A. Yes.
- 9 Q. Would it be fair to say you weren't really being trained
10 in any formal or structured sense?
- 11 A. I don't remember actually working with the children;
12 I was always kind of in the kitchen. But I think I was
13 in in the evenings to accommodate my husband being home
14 and looking after my youngest son. And I think that was
15 why I was doing evening shifts rather than doing day
16 shifts. But I wasn't involved with the children much.
- 17 Q. I think as you tell us on page 1607, paragraph 38, you
18 didn't at that point, or indeed at any point, receive
19 what you would describe as formal training when you were
20 employed by Quarriers; is that correct?
- 21 A. Yes.
- 22 LADY SMITH: Did you ever get the opportunity to go to
23 Langside College?
- 24 A. I think there was talk about courses, but I didn't want
25 to further my career into social work, so I spent all my

1 time concentrating on keeping the cottage going.

2 LADY SMITH: I see. Thank you.

3 MR PEOPLES: What you do tell us at paragraphs 39 through to

4 41 about training is that you have a recollection -- and

5 I think this is perhaps some way into your period as

6 a house parent -- you have a recollection that some

7 training opportunities, if I could put it that way, for

8 house parents and cottage assistants were being offered

9 about halfway through the time you were a house parent;

10 is that right?

11 A. Yes.

12 Q. But I think the point you make in those paragraphs

13 is that training was never at any point mandatory?

14 A. No, it wasn't mandatory.

15 Q. And you have told us, as a house parent, you didn't

16 undergo any formal training or seek the qualifications

17 at Langside or elsewhere?

18 A. No.

19 Q. And you weren't required at any point to do so?

20 A. No.

21 Q. What you do recall, I think, so far as training was

22 concerned is you have a memory, I think, of on one

23 occasion attending a conference in Dunblane. Was that

24 at Dunblane Hydro?

25 A. Yes.

1 Q. And you said that was really about who looked after the
2 carers rather than how to care for children; is that
3 what you remember?

4 A. Yes, that was the title --

5 Q. Right.

6 A. -- of the conference, "Looking After the Carers".

7 Q. You tell us that, so far as when that occurred, you have
8 a memory that that was happening towards the end of your
9 time in Quarriers. So it'd be quite late on?

10 A. Yes.

11 Q. Well into the 1980s?

12 A. Yes.

13 Q. So far as how house parents were expected to look after
14 children, were you ever given any written guidance or
15 instruction on how house parents were expected by
16 Quarriers to look after children in their care?

17 A. No, I'm not aware of that, no.

18 Q. And indeed, you tell us at paragraph -- you have told us
19 that you have no memory at paragraph 38 of any policies
20 or procedures or guidance in place to tell parents how
21 they should interact with children; is that correct?

22 A. Yes.

23 Q. Just following that theme about guidance or advice or
24 policies, I think you tell us in relation to discipline
25 and punishment -- and I think this is perhaps -- you

1 raise this at various points. You say there was no
2 guidance or advice as to how house parents should
3 discipline children. I think that's a point you make in
4 your statement; is that correct?

5 A. I can't remember any guidance.

6 Q. I'm just wondering if I can direct you to a passage
7 where we may see that. I think if we look at
8 paragraph 189, which is on page 1631, that maybe can
9 help you, that you deal with issues of discipline
10 in that section of your statement. You make the point
11 that, as you've just said, there wasn't guidance or
12 advice on how to discipline children or instructions or
13 training as to what would be an appropriate form of
14 discipline. Is that correct? I think that's at
15 paragraph 189 of your statement on page 1631 if you want
16 to turn to that.

17 LADY SMITH: It may also be on the screen in front of you,
18 whichever's easiest for you to use.

19 A. Yes.

20 MR PEOPLES: Though you do say, and I should make it clear,
21 that about halfway through your time, which would
22 probably be some time in the early 1980s, house parents
23 were told that there was to be no corporal punishment.

24 A. Yes.

25 Q. I think you say that in paragraph 196, if we could go on

1 to page 1632. I think you tell us about that, that
2 there came a time when house parents were told there was
3 to be no corporal punishment.

4 A. Yes, that's right. I suppose that was guidance.

5 Q. It was a form of guidance, although I think there may
6 have been good legal reasons why they had to tell you
7 that, because I don't think if they explained, there had
8 been legal challenges to the use of corporal punishment
9 in institutions run by the state, or through whom the
10 state looked after children in care, and that there were
11 certain important decisions which challenged the use of
12 corporal punishment, particularly things like belts and
13 things of that kind.

14 LADY SMITH: Might that memory have been in relation to the
15 later part of your time working at Quarriers? The
16 litigation that Mr Peoples is referring to wasn't as
17 early as 1974, it was the early 1980s, I think, it
18 began, didn't it?

19 MR PEOPLES: Yes, I think that was the point I made earlier,
20 my Lady: it was about halfway through --

21 LADY SMITH: From some time about halfway through towards
22 the end, some time in the 1980s?

23 A. Mm-hm.

24 MR PEOPLES: So that would possibly coincide with these
25 developments in the way that --

1 A. I wasn't aware of the developments, but --

2 Q. You were aware of being told that this was --

3 A. There had been a change.

4 Q. There had been a change.

5 And indeed, as you tell us at paragraph 190, that
6 before you were told about this change, by the time you
7 actually arrived in Quarriers -- this is page 1631 --
8 you tell us that what you call the strap, or perhaps we
9 might call it a tawse, had been banned by the time you
10 started in 1974.

11 A. Oh, I never used it. It was around when I was in care
12 in Quarriers, but not when I returned as a house parent.

13 Q. So earlier than the early eighties, there was already
14 a situation where the belt was not --

15 A. The belt wasn't --

16 Q. -- being used or indeed --

17 A. I never had a belt.

18 Q. So I suppose one might say that in 1974, when you
19 arrived, the belt, the use of the belt in cottages had
20 been banned by then?

21 A. It must have been.

22 Q. But not the use of corporal punishment --

23 A. No, no.

24 Q. -- because that came later?

25 A. Yes.

1 Q. Right. Just going back again to an earlier part of your
2 statement so far as how cottages should be run and how
3 children should be treated, I think at paragraph 86 you
4 kind of capture the point that we've maybe been looking
5 at earlier, that there was no framework -- if you've got
6 that, it's page 1615, Alison.

7 You're telling us that:

8 "There was no framework set by Quarriers on how the
9 cottages were supposed to run. The house parents set
10 how they wanted their cottages to run and that's how it
11 went. All the cottages were different because the
12 house parents were different."

13 A. Yes.

14 Q. So was that really the situation throughout your time as
15 a house parent?

16 A. Yes.

17 Q. I suppose inevitably if that was the situation, that
18 would lead to differences, sometimes very material
19 differences, in the way cottages were run?

20 A. Yes.

21 Q. And indeed, I think you tell us that, in paragraph 99,
22 page 1617, effectively some cottages gained a reputation
23 for being strict cottages?

24 A. Yes.

25 Q. Is that the position?

1 A. Yes.

2 Q. Just on that theme, I think you made it your job as
3 a house parent running your cottage to make certain
4 changes to practice when you took over from the
5 Nicholsons; is that correct?

6 A. Yes.

7 Q. Were these changes ones which you introduced rather than
8 being told to introduce by management or by others?

9 A. No, these were changes that I made myself.

10 Q. I think you give us some examples of the changes you
11 introduced, and maybe we could try and identify those
12 examples at the moment.

13 I think in paragraph 135 on page 1622 you tell us
14 that when you took over cottage 42 there was a practice
15 of children lining up to come through for dinner and
16 standing behind their chairs until told to sit down, and
17 a practice of not being permitted to talk at the dinner
18 table; is that correct?

19 A. Yes.

20 Q. And I think to take another example, paragraphs 142 and
21 143 on page 1624, you tell us about mealtimes. You tell
22 us that your practice was that you and your family would
23 eat with the children in your care, generally speaking.

24 A. We always ate with the children.

25 Q. You tell us at 143 on that page that you knew of other

1 house parents in other cottages who bought their own
2 food and ate separately from the children. You give us
3 an example of one couple who carried on that practice.

4 A. Yes.

5 Q. Just by way of a further example on page 1626,
6 paragraph 153, I think you tell us that so far as your
7 cottage was concerned, you allowed other children to
8 come to your cottage, but there were other house parents
9 that you were aware of who didn't allow children to come
10 to the cottage.

11 A. Yes.

12 Q. When you say "come to the cottage", do you mean in your
13 cottage that they could stay overnight?

14 A. No.

15 Q. But they were allowed to come in?

16 A. Come in and play with whoever they wanted to play with
17 or have tea or whatever.

18 Q. But there were some cottages that wouldn't even allow
19 that?

20 A. Yes.

21 Q. They wouldn't allow children from a different cottage to
22 come and play?

23 A. Yes.

24 Q. If I can go back to an earlier part of your statement
25 where you are dealing with the management structure at

1 Quarriers in your time at page 1608. It's towards the
2 beginning, paragraph 43 or just before 43. It has
3 a heading "Structure of Quarriers".

4 I think you tell us -- and just by way of
5 introduction, I think in your time children were being
6 placed by the local authority, so am I right in thinking
7 that the days of the private arrangement had really gone
8 by the time you were a house parent?

9 A. Yes.

10 Q. Although I think in your time, as a child, there would
11 have been a number of children who would have been
12 placed under what we might term private arrangements;
13 is that correct?

14 A. Yes.

15 Q. You tell us at paragraph 46 that, so far as you were
16 concerned, your line manager would eventually become
17 Bill Dunbar. He's someone we've heard of, so you can
18 take it we know who he is. When you say "eventually",
19 how did he become what you considered to be your direct
20 line manager?

21 A. We didn't have a line manager; it was a new structure
22 that was put into place.

23 Q. Can you remember when that new structure came in?

24 A. No.

25 Q. Was it some time after you started?

1 A. Yes. It wasn't at the beginning.

2 LADY SMITH: So what was it at the beginning? What
3 structure was it at the beginning?

4 A. Just the superintendent.

5 LADY SMITH: And you would go directly to the
6 superintendent --

7 A. Yes.

8 LADY SMITH: -- and he to you --

9 A. Yes.

10 LADY SMITH: -- if you wanted to raise anything?

11 A. Yes.

12 MR PEOPLES: Can I help you in this way: the superintendent
13 in your time was Joe Mortimer?

14 A. Yes.

15 Q. He had, I think, arrived in about 1965 or 1964.

16 A. He came while I was still in Quarriers, I remember.

17 Q. Yes, you left in 1967. So he arrived to take over from
18 Roy Holman?

19 A. Yes.

20 Q. Who had taken over from Hector Munro?

21 A. Yes, that's right.

22 Q. And the general director at that stage was Dr Davidson?

23 A. Yes.

24 Q. Who was succeeded by Dr Minto in 1974 or thereabouts;
25 is that correct?

- 1 A. Yes.
- 2 Q. So before this change in structure where Bill Dunbar
3 became your line manager, house parents would be
4 effectively reporting directly to Joe Mortimer?
- 5 A. Yes.
- 6 Q. I think you tell us at some point in your statement that
7 there were, in your time as a house parent, a team of
8 in-house social workers and I think we know about this
9 already.
- 10 A. Yes.
- 11 Q. We understand this was established maybe around about
12 1970/1971.
- 13 A. I'm not good with dates.
- 14 Q. Don't worry about the dates. But they were there and
15 they were allocated to various cottages, individual
16 social workers had cottages allocated --
- 17 A. Yes.
- 18 Q. -- that they were responsible for? Our understanding
19 is -- and you can perhaps confirm this -- that these
20 social workers, while there to support, if I could put
21 it that way -- that's probably the best description --
22 to support house parents were in no sense in line
23 management with them, they were there but they weren't
24 line managers, they couldn't give instructions --
- 25 A. No.

1 Q. -- they could simply support if needed?

2 A. They supported and went back to their line manager if

3 there was anything that had to go further up the line.

4 Q. So they couldn't instruct a house parent to do something

5 or to change a practice?

6 A. No, they would advise possibly and we would probably

7 have meetings. They would maybe suggest something, but

8 no.

9 LADY SMITH: I see you mention the fact that there were

10 43 cottages that you remember. Would each cottage

11 normally have a house father and a house mother?

12 A. No, not necessarily, no. Some were just single

13 house mothers.

14 LADY SMITH: As a proportion, how many were single

15 house mothers?

16 A. Oh ...

17 LADY SMITH: Very roughly.

18 A. I don't know. I'd say there were probably more couples

19 latterly than there were single house parents. I think

20 there were probably -- there wasn't a awful lot of

21 single house parents.

22 LADY SMITH: Am just trying to do some very --

23 A. I don't know, maybe about 10, 12.

24 LADY SMITH: That were singles?

25 A. Yes.

1 LADY SMITH: So if one did some very loose arithmetic and
2 said there were 30-odd couples, 60 people, plus the
3 13 single people, does that mean 73 people were being
4 line managed by one person?

5 A. Are you talking about the time I was in care --

6 LADY SMITH: Once you were a house mother.

7 A. Well, there maybe weren't as many single house parents
8 then.

9 LADY SMITH: So it would be even more.

10 And the line management line for all of them went --

11 A. It was very little to begin with, but it increased as
12 time went on --

13 LADY SMITH: Hang on, just let me get this right: I'm
14 interested in the line management. The line management
15 line from the house parent level all went to the
16 superintendent?

17 A. I think that's what happened.

18 LADY SMITH: And there was just one superintendent --

19 A. Yes.

20 LADY SMITH: -- line managing at least 70-odd, and maybe as
21 time went by getting on for 80-odd, people?

22 A. We didn't see it as line management then, but I suppose
23 that's what it must have been. He was the
24 superintendent and he was responsible.

25 LADY SMITH: Thank you.

- 1 MR PEOPLES: Just to follow some of that up, historically
2 when you were a child in care in the 1950s and 1960s,
3 was it predominantly couples who were house parents or
4 was it predominantly single women?
- 5 A. That's what I think ...
- 6 Q. I just want to know at that time. Obviously we can come
7 forward in time to when you're a house parent.
- 8 A. When I was there as a child, I was aware of the single
9 house parents I think basically because my house parent
10 was a single and she had friends, so I remember her
11 friends, but there could have been other ones.
- 12 Q. But you'd remember people like ██████████ QNZ ██████████ as a single
13 house parent.
- 14 A. Yes.
- 15 Q. ██████████ QAQ ██████████ do you remember her?
- 16 A. ██████████ QAQ ██████████
- 17 Q. But there would be a number of women who would be house
18 single parents?
- 19 A. I suppose there was when I think about it.
- 20 Q. And there would also be couples too?
- 21 A. Yes.
- 22 Q. You wouldn't know as a child perhaps whether Quarriers
23 had a preference for couples or single house parents.
- 24 A. No, I didn't have any knowledge.
- 25 Q. But by the time you came a house parent, however, did

1 you get any sense of whether they would have preferred
2 couples to be house parents or single persons, women
3 I presume, not men at that time?

4 A. I don't know if they had a preference. But there came
5 a point when they were quite short-staffed and they were
6 looking for a way to increase the staffing and decided
7 to ask the husbands of some of the -- I was a single,
8 I suppose I was a single house mother. Although I had
9 my husband, he wasn't classified as a house parent, he
10 was still working at Rolls Royce. Then he gave up
11 Rolls Royce and came to be a house father, so he was
12 termed as part of the staff. That is how they got round
13 the staffing issue, by employing the husbands of the
14 wives that were working.

15 Q. So there came a time -- it sounds like about 1975, which
16 might be coinciding with the discrimination legislation
17 in the United Kingdom -- where the system changed at
18 least whereby people who were single house parents --
19 and I think, in those days it would be women --

20 A. Yes.

21 Q. -- if they got the job -- that there came a time when
22 Quarriers as an organisation offered their husbands, if
23 they had other jobs, the chance to give those jobs up
24 and become house fathers full-time. And your husband
25 did that?

- 1 A. Yes. I thought that was just a way of getting staff;
2 I wasn't aware of other legislation going on at the
3 time.
- 4 Q. There's often a context in which these things happen.
5 I'm not saying that this was the reason, but I'm just
6 suggesting that it's an interesting coincidence that it
7 happened in the mid-seventies when we had the first
8 discrimination legislation and the Sex Discrimination
9 Act came into play.
- 10 A. Maybe that was the case, but I wasn't aware of that.
- 11 Q. I don't know how they advertised before then, and no
12 doubt it'd be an interesting little exercise, but
13 perhaps for another day.
- 14 Just going back to Mr Dunbar, at paragraph 46, did
15 there come a time when -- Joe Mortimer was originally
16 labelled a superintendent, but did there come a time
17 when his title, and I don't necessarily mean his job but
18 his title, changed to mean director of childcare?
- 19 A. Mr Mortimer's? Yes, I think it did.
- 20 Q. Did he then take on an assistant director of childcare
21 and was that Bill Dunbar?
- 22 A. I think it was, yes.
- 23 Q. And that might have accounted for the line management
24 change?
- 25 A. It could have done. I wasn't aware of all these changes

- 1 in the background.
- 2 Q. But that might account for this --
- 3 A. Change of structure, yes.
- 4 Q. I think at one stage Bill Dunbar had an administrative
5 job in the sixties and also had some social work
6 functions; is that correct?
- 7 A. Possibly.
- 8 Q. But that may have been before your time -- well,
9 it would have been, as a house parent, in the sixties,
10 obviously.
- 11 A. Yes.
- 12 Q. So far as Bill Dunbar is concerned, do I get the
13 impression from paragraph 47 on page 1609 that you
14 didn't have a high opinion of him? Is that fair
15 comment?
- 16 A. I just recall my times of stress and when I needed
17 support and I didn't always think he always gave me the
18 right advice.
- 19 Q. In fact you describe him as indecisive and someone who
20 sat on the fence on a lot of things. So if he was
21 confronted with a problem, would that be his general --
22 that's the way he came across to you?
- 23 A. I can just recall one time -- I didn't have a huge
24 involvement with him as a social worker, but I remember
25 one time I had a situation where it was quite difficult

1 and I had to call him in, and it was in the evening, and
2 I'd seen him earlier on in the day about a practical
3 arrangement. It was a fridge, and that was the first
4 thing when he came in, when I wanted help to deal with
5 the situation, and he said, "Oh, I've got that fridge
6 for you".

7 Q. So he was more concerned with the fridge --

8 A. That was how I felt.

9 Q. But you wanted help --

10 A. It wasn't exactly very helpful to talk about a fridge
11 when I had a situation on my hands. That was where
12 I felt he was a bit indecisive and -- but that's just
13 the manner of Bill. Bill was -- that was the kind of
14 person he was.

15 Q. So if someone came to him with a problem, whether
16 a child or an adult, would he be the sort of person who
17 might have been indecisive in this way and perhaps found
18 it difficult to address in a decisive way?

19 A. I'm not sure but he would listen. He would listen to
20 what they had to say, but whether he would do anything
21 about it or not, I don't know.

22 Q. So far as your level of contact, I think you tell us in
23 paragraph 56 on page 1610 that you don't recall having
24 a great deal of personal contact with Bill Dunbar,
25 either before presumably or after the time he became

1 your line manager?

2 A. No.

3 Q. Was that because of you not contacting him or him not

4 contacting you or a bit of both?

5 A. I suppose it was a bit of both, and really he was only

6 there if we needed him in a supportive role.

7 Q. So did he spend much time coming to your cottage?

8 A. Not a huge amount. I think it would be basically in

9 response to a phone call from me, possibly.

10 Q. Would you ever go to the office to see him?

11 A. No.

12 Q. Was he someone that, if you had a problem, do you know

13 whether he'd have recorded it?

14 A. I have no idea.

15 Q. Did you ever see him do that?

16 A. No. Well, I was never in the office to see him.

17 I think most times when I saw him, I was in the house.

18 Q. Did he ever take notes in the house?

19 A. No.

20 Q. He just came in, popped in and had a chat?

21 A. Yes.

22 Q. He didn't have a notebook or anything?

23 A. No.

24 Q. What about Joe Mortimer, did he come and see you?

25 A. Oh no.

- 1 Q. He didn't come? You said, "Oh no", and you sounded
2 surprised that I asked you. Is that just because he
3 wasn't a figure who'd pop in?
- 4 A. I wasn't aware of him popping in. You'd see him around
5 the village and you'd see him at meetings, but he didn't
6 make it a policy to come around and Dr Minto would come
7 round once a year at Christmastime.
- 8 Q. Special occasions?
- 9 A. He always came at Christmastime. That was all.
- 10 Q. The only other thing that I might mention while we're
11 still on the subject of Mr Dunbar is I think something
12 that you perhaps were a little surprised about was --
13 you deal with this at page 1628 at paragraph 168 and
14 you'll perhaps ... It's a situation where you had an
15 encounter with Bill Dunbar about attendance at church.
16 Do you remember that?
- 17 A. Yes.
- 18 Q. What can you tell us about that? It obviously stands
19 out.
- 20 A. Well, we had decided to take the children to another
21 church where there was a fantastic Sunday school and the
22 kids loved going there. I maybe felt it was beneficial
23 for them because there was no Sunday school at the
24 Quarriers church, and Mr Dunbar picked us up one day and
25 she had we hadn't been at church, was there any reason.

1 We told him we were going to a different church and he
2 said that we should attend the Quarriers church, which
3 we did.

4 Q. It looks as if you took that as an instruction and acted
5 on it then in effect.

6 A. He said it was more or less our duty to take the
7 children to the Quarriers church and it was part of our
8 job to do that, so we complied. We felt it was all
9 right because they were going to a church and that was
10 it.

11 Q. You did explain to him you were taking them to another
12 church?

13 A. Yes, oh yes, he knew that.

14 Q. But he wasn't moved by that argument?

15 A. No.

16 Q. So far as information about children in your care is
17 concerned, you deal with that in your statement at
18 paragraph 66 on page -- I think it's paragraph 66 --
19 sorry, paragraphs 52 to 55, pages 1609 through to 1610.

20 You deal with information about children. Just so
21 I'm clear what the general position was on that,
22 am I right in thinking that what you're telling us here
23 is initially you didn't have a great deal of background
24 information about children in your care but, as time
25 went by, you started to get more background information

1 about the children. Is that the way you remember
2 things?

3 A. Yes. If we had a vacancy or two vacancies or three
4 vacancies, we just waited for a phone call for these
5 vacancies to be filled up. We would get a phone call,
6 could we take two boys, a girl or whatever, and we just
7 made space for them.

8 Q. Without very much other information?

9 A. That was the only information.

10 Q. Again, it's hard to give dates, but how long did it take
11 before that started to change?

12 A. It's hard to remember. Even towards the end, we didn't
13 get a huge amount of information. But we maybe got --
14 if we got children from other cottages within Quarriers,
15 we would get a bit of information because there was
16 a particular reason why they were being moved into my
17 house.

18 Q. Maybe I can tackle it this way. You do deal with how
19 Quarriers perhaps ran into some difficulties towards the
20 end of your time because of a shift in policy by the
21 local authority. I think you talk about that and we'll
22 come to that in a moment.

23 You arrived in 1974. Within a year, if I'm not
24 mistaken, there was a major local government
25 reorganisation, which created large regions, including

1 Strathclyde region, and Lothian region, regional
2 councils which had social work department functions.

3 I don't know if that's something that you recall.

4 A. I vaguely recall it, yes.

5 Q. And that no doubt led to certain changes in local
6 authority practices.

7 A. Yes. During our time in Quarriers, there was a lot of
8 turmoil in social work.

9 Q. And of course, again, and I don't know how much you know
10 about the history, but there was a major piece of
11 legislation, the Social Work (Scotland) Act 1968, which
12 saw the creation of social work departments that
13 replaced childcare officers and Children's Departments.
14 There was that, and then there was the Children's
15 Hearing system that came in in the early 1970s, so there
16 was quite a lot going on in that period when you became
17 a house parent.

18 Did there come a time -- and I wonder whether it
19 coincided with the creation of these large regions --
20 when, apart from getting more information and more
21 visibility of local authority social workers, did there
22 come a time when there was more in what I'd call the way
23 of care planning, reviews and things of that nature?

24 A. Yes, I think to be fair, yes.

25 Q. And that would involve, to some extent, house parents,

- 1 in-house social workers, and external social workers?
- 2 A. Yes. There was far more involvement with the
3 social work department.
- 4 Q. And more forms, I think, as well and reports?
- 5 A. Yes, probably.
- 6 Q. Often pro formas from the local authority -- I think
7 they had numbers for their forms. You might not know
8 this --
- 9 A. I don't remember that.
- 10 Q. -- they may have had certain forms they expected to be
11 used for care reviews or for reports on children that
12 had to be produced periodically. Things like that were
13 happening?
- 14 A. Yes, I remember them from the fostering days, but
15 I can't remember them from Quarriers days.
- 16 Q. But a point you do make is that whatever changes of that
17 kind were happening around you, your recollection at
18 paragraph 66 on page 1611 is that while there might have
19 been more discussion and more professionals involved,
20 including psychologists and social workers and the like,
21 and house parents, the children didn't seem, to you, to
22 have much involvement in these discussions. Was that
23 the position almost throughout your time as
24 a house parent?
- 25 A. No, more towards the end.

- 1 Q. It changed towards the end?
- 2 A. Yes.
- 3 Q. When you say towards the end, when are we talking about?
- 4 A. I'm not sure, I --
- 5 Q. Not very long though?
- 6 A. Probably about half --
- 7 Q. Halfway through?
- 8 A. -- or three quarters of the way through?
- 9 Q. Maybe the 1980s then?
- 10 A. Yes.
- 11 Q. Because there was quite a lot of changes going on within
12 Quarriers at that time. Was there not a big review of
13 the future of Quarriers?
- 14 A. There was, in 1982.
- 15 Q. Or thereabouts?
- 16 A. Yes.
- 17 Q. And there was a 10-year plan or something like that and
18 changes to the functions of social workers and things
19 like that?
- 20 A. It was a very unsettled period, yes.
- 21 Q. So that might have coincided with maybe more involvement
22 of children in their own decisions and matters affecting
23 them?
- 24 A. Yes, because they were going down the route of fostering
25 and the children had a say.

1 Q. Just on the matter of children's records, you tell us
2 a bit about that in your statement at paragraphs 58 and
3 59 on page 1610. What you tell us there, if you've got
4 that -- do you have that?

5 A. Mm-hm.

6 Q. I think what you tell us there is that children's
7 records, in the sense of a children's file, would not
8 have been kept in your cottage; is that right?

9 A. I can't really remember keeping -- I think maybe vaguely
10 towards the end we had maybe some form of
11 record-keeping.

12 Q. I think we've got some evidence that what might be
13 called a children's file would be kept at the main
14 office.

15 A. Yes.

16 Q. But also there's been some evidence -- and your
17 recollection at paragraphs 58 and 59 may confirm this --
18 that at some point within the cottages house parents
19 were keeping some sort of folder which would record
20 information about children in the cottage.

21 A. Yes.

22 Q. So there came a time --

23 A. I suppose that was a form of record-keeping.

24 Q. Yes. And you have a sort of memory that towards the end
25 of your time I think you had such a folder with possibly

1 a page for each child for recording incidents and
2 significant events; is that right?

3 A. Yes, I think so.

4 Q. And indeed, I think you tell us -- and it's maybe later
5 on in your statement at paragraphs 192 to 194 -- I'm
6 sorry to be jumping around -- you tell us at 192 to 194
7 in the context of an incident that you tell us about
8 with a boy who was punished --

9 A. Mm-hm.

10 Q. -- and that you recall having some form of logbook in
11 which you recorded the punishment that you gave to that
12 boy.

13 A. Yes. This was a logbook just for, I think, corporal
14 punishment. It wasn't about their general --

15 Q. No.

16 A. -- well-being.

17 Q. I don't need to go into the incident because you tell us
18 about it quite fully, that you had administered a form
19 of corporal punishment to that child, you logged at your
20 book at the time --

21 A. Which is what we were meant to do.

22 Q. Yes. And that there was a subsequent complaint by the
23 child's father, the matter was the subject of a formal
24 investigation, and you were seen by a representative of
25 the Secretary of State, you thought.

- 1 A. No, I don't think it was a -- it was a social worker
2 from Quarriers.
- 3 Q. Came to see you?
- 4 A. Came to see me as a result, from a request from the
5 Secretary of State for Scotland. I think that was what
6 happened.
- 7 Q. And I think you tell us that basically your
8 understanding was that individual just wanted you to
9 give the facts and you told them what had happened and
10 told them you had logged the incident and your
11 recollection was the particular child was removed but
12 nothing else happened and you weren't the subject of any
13 disciplinary action or sanction for what you did?
- 14 A. No.
- 15 Q. But what it does remind you is that at that stage,
16 whenever that happened, you must have had some form of
17 log in which to record that punishment?
- 18 A. Yes, I think that's why I remembered, there must have
19 been some log, but that was a log for corporal punishment
20 -- I think it was a separate log, if I recall, I really
21 can't remember.
- 22 Q. The log, the one that you're thinking of that you
23 recorded this punishment in, am I right in thinking that
24 log didn't exist when you started in Quarriers in 1974?
- 25 A. No.

- 1 Q. It came in a bit later?
- 2 A. Yes, much later.
- 3 Q. Dealing with the issue of complaints and processes for
4 complaints, at paragraph 67 of your statement on
5 page 1612, your recollection is that Quarriers, in your
6 time as a house parent, didn't have any formal
7 complaints procedure that children could use; is that
8 correct?
- 9 A. Well, I wasn't aware of any at that time.
- 10 Q. And really, the highest one could put it is that there
11 were people that children could speak to if they had
12 some sort of matter to discuss?
- 13 A. Yes.
- 14 Q. And you give examples of the in-house social workers,
15 Joe Mortimer, possibly Bill Dunbar; these are people you
16 mention as possible persons to speak to --
- 17 A. Yes.
- 18 Q. -- as well as, of course, the house parent if it didn't
19 involve the house parent?
- 20 A. Yes.
- 21 Q. Do you know in practice whether children felt confident
22 enough to approach such persons?
- 23 A. Oh yes.
- 24 Q. They did.
- 25 A. Oh yes.

- 1 Q. Would they be confident to approach them about
2 allegations of abuse by adults; do you know if that
3 happened?
- 4 A. Yes, I think they would, if the children felt strongly
5 and they had a strong complaint, yes, they would go.
- 6 Q. You think they would have done?
- 7 A. I think they did.
- 8 Q. Could you help us as to how you know that?
- 9 A. Just by listening to people telling incidents of what
10 happened. If a child went to the office, it would be
11 talked about possibly in conversation.
- 12 Q. But did you hear such talk?
- 13 A. I must have done.
- 14 Q. I suppose we're just trying to get to what the children
15 might be saying.
- 16 A. I think children, if they felt they had been unfairly
17 dealt with and didn't agree with what the house parents
18 had done or said or whatever, because we were quite
19 often threatened, "I'm going down to the office" -- that
20 was the terminology the children used to report you.
- 21 Q. I can understand that type of complaint and children
22 using it, but if it came to a rather different form of
23 complaint that, "I am being ill-treated or abused
24 physically or sexually by my house parent or some other
25 adult in authority", are you saying that children, you

- 1 think, were saying these things to the management, to
2 Joe Mortimer, to Bill Dunbar, to the social workers?
- 3 A. I really don't know. I don't know if they were, but I'm
4 sure there were children who had the ability to do that.
- 5 Q. Some?
- 6 A. Yes, oh yes. But there must have been quite a lot who
7 didn't feel -- I know I wouldn't have been able to do
8 it, if it had been me, I wouldn't have been able to do
9 it, but I know of other children that wouldn't have
10 thought twice. Everybody's different.
- 11 Q. Well, yes, exactly. And I suppose the point you're
12 making is if you go back to your own time, if such
13 persons had been there -- and indeed there was
14 a superintendent in your day -- if there had been
15 a social worker or an assistant director of childcare,
16 I think you're telling us that, had it been you, you
17 wouldn't have perhaps found it easy to go and speak to
18 them --
- 19 A. I certainly wouldn't have found it easy.
- 20 Q. -- about that type of subject?
- 21 A. No, I definitely wouldn't have found that easy, but that
22 was just me. There might have been a lot of people like
23 that.
- 24 Q. So far as external social workers are concerned, you
25 tell us a little bit about their involvement with

1 children at Quarriers and you deal with this at
2 paragraph 72 on page 1612 where you say that, later on
3 in your time, some children started having local
4 authority social workers allocated to them from outwith
5 Quarriers. You seem to think that all children at some
6 point had such a social worker allocated over the time
7 that you were the house parent.

8 But a point you make in relation to the involvement
9 of social workers is at paragraph 75 and it was your
10 recollection that, perhaps as a generality, the
11 social workers from the local authorities were, as you
12 describe it, quite lax. Is that how you saw things?

13 A. We might have just been unlucky with some of the
14 social workers that we had, but again there's
15 social workers and there's social workers.

16 Q. You didn't feel that the ones you had dealings with were
17 particularly effective or --

18 A. Some were and some weren't.

19 Q. And were there a lot --

20 A. I think it maybe depended on the degree of difficulty of
21 the child, if there were any issues, if there were
22 issues of challenging behaviour, then you saw the
23 social worker more. If the child was doing okay, then
24 everything was fine and then it would just be the
25 statutory six-month visit.

1 Q. Some of the children that were in Quarriers in your time
2 presumably were there for long-term placement.

3 A. Yes.

4 Q. In their case, were they children that tended not to get
5 frequent visits or is that --

6 A. I think the children that came in towards the end, there
7 was far more involvement with social workers.

8 Q. When you say the end --

9 A. The end of my time at Quarriers.

10 Q. So that's quite late on though?

11 A. Yes.

12 Q. And Quarriers had changed quite significantly by the
13 end, if you like --

14 A. Yes.

15 Q. -- because there were very few cottages looking after
16 children by 1987, for example.

17 A. Yes.

18 Q. Is that correct?

19 A. That's correct, yes.

20 Q. Just from what you've said as a whole in your statement,
21 can I ask you this: it does appear from how you describe
22 matters that it would be fair to say that in your time,
23 house parents had a large measure of autonomy and were
24 not closely supervised or managed; would that be a fair
25 point?

- 1 A. I think so, yes.
- 2 Q. You make an additional point that -- and this is maybe
3 with hindsight rather than --
- 4 A. Yes.
- 5 Q. -- at the time, at paragraph 84 on page 1614, you say
6 that:
- 7 "Looking back, you can maybe see that house parents
8 didn't get the support that we needed. At the time you
9 just thought that was the way Quarriers worked and got
10 on with it."
- 11 Reflecting back, do you feel there was perhaps
12 a lack of sufficient support --
- 13 A. Yes.
- 14 Q. -- from the management, from the organisation?
- 15 A. Yes.
- 16 Q. And indeed, you've given one example of perhaps the
17 number two didn't give you his support --
- 18 A. Yes.
- 19 Q. -- on an occasion you wanted it.
- 20 A. Mm-hm.
- 21 Q. You make another point, which I'd just like to touch
22 upon at paragraph 110 of your statement on page 1618.
23 You tell us there that there were a lot of children in
24 Quarriers when you were a house parent that were
25 identified as having challenging behaviours and specific

1 or special needs, or complex needs. Is that the point
2 you're making?

3 A. Yes, definitely.

4 Q. But that Quarriers didn't really provide the staff to
5 cope with that group of children?

6 A. No.

7 Q. In your cottage, for example, and I don't know
8 whether -- would you say that there were a lot of
9 children in your cottage that fell into that category?

10 A. Yes.

11 Q. Would that be the same for some other cottages?

12 A. Not necessarily.

13 Q. It would vary?

14 A. Yes.

15 Q. I take it you wouldn't be unique in having children with
16 challenging behaviour or complex needs?

17 A. No, but I was one of the ones that got a lot of them.

18 Q. Okay.

19 A. I got them from other cottages -- as well as if there
20 were issues in other cottages, I got them to look after.

21 Q. But did you have any special training or qualifications
22 to equip you to handle children with challenging
23 behaviours and complex needs?

24 A. No. But I was able to manage them maybe better than
25 some other people.

- 1 Q. Presumably you'd have benefited from specialist
2 training?
- 3 A. In hindsight, yes. But at the time, I felt I couldn't
4 afford the time to go away and do training because of
5 the complex needs of the children that I was looking
6 after.
- 7 Q. Are you clear in your own mind that at the time
8 Quarriers would be well aware of the type of children
9 you were being asked to look after?
- 10 A. Yes, they placed them.
- 11 Q. Did they ever try to offer you the support, even if it
12 didn't mean sending you on the course --
- 13 A. They did. When I had a particular family, they offered
14 me a lady who wasn't really the right type, she wasn't
15 really suitable for the job in question.
- 16 Q. Was she specially trained?
- 17 A. No, no, she was just a helper.
- 18 Q. She was an extra pair of hands --
- 19 A. An extra pair of hands?
- 20 Q. -- so devote a bit more time to a child with
21 a challenging type of behaviour?
- 22 A. Yes.
- 23 Q. It wasn't a special needs assistant?
- 24 A. No, no. No, they didn't have that facility.
- 25 Q. I think this point kind of recurs again when we look at

1 schooling at Quarriers. You mention at page 1625 of
2 your statement that there was the William Quarrier's
3 School within the village. I think in your time as
4 a child most children would go to the Quarrier's school
5 in the village --

6 A. Yes.

7 Q. -- although some who were considered able might be sent
8 to other schools in the locality?

9 A. Yes.

10 Q. For the majority of your time as a child, you went to
11 the Quarrier's schools?

12 A. Yes.

13 Q. They were schooled there and they left school having
14 attended --

15 A. Pardon?

16 Q. They were schooled there throughout and they would leave
17 Quarriers having been at that school throughout?

18 A. Yes.

19 Q. You say that when you first started as a house parent in
20 about 1974, generally speaking the children went to the
21 William Quarrier's School; is that the way it was when
22 you started?

23 A. Yes.

24 Q. But there came a time when there a change and,
25 effectively, William Quarrier's School became a special

- 1 school?
- 2 A. Yes. Dr Minto wanted the more able children to have
3 a normal education. He was very much into education.
- 4 Q. Because he was an educationalist, unlike Dr Davidson --
- 5 A. Yes.
- 6 Q. -- who had a medical --
- 7 A. Yes.
- 8 Q. So he oversaw a change in policy --
- 9 A. Yes.
- 10 Q. -- in the sense that he wanted the majority of children,
11 if able, to attend mainstream schools outwith the
12 village to go there?
- 13 A. Yes.
- 14 Q. But those who were seen as having challenging behaviour,
15 educational problems, learning difficulties, would
16 remain at Quarriers in a special school environment?
- 17 A. Yes.
- 18 Q. Without specialist teachers?
- 19 A. No, I think they had specialist teachers.
- 20 Q. When did this change take place? Was it immediately
21 after Dr Minto came on --
- 22 A. No, no, maybe in the early eighties0s.
- 23 Q. That would lead to an exodus of children to mainstream
24 schools?
- 25 A. Yes.

- 1 Q. But also some who would remain at Quarriers?
- 2 A. Yes.
- 3 Q. And who was it that determined which school you went to?
- 4 A. I'm not quite sure.
- 5 Q. It wasn't you, was it?
- 6 A. No, it wasn't me. The decision would be maybe be their
7 results at school or their behaviour or whatever.
- 8 Q. I think that you tell us that -- and this is maybe
9 a point that we can come back to that you mentioned
10 earlier. At paragraph 149, at the time this change took
11 place, you think around the early eighties, you had
12 about 12 children in your cottage at that time and
13 two thirds of them, eight or so, went to the special
14 school?
- 15 A. Yes. That's right.
- 16 Q. And four went to some outside comprehensive school?
- 17 A. Yes.
- 18 Q. So far as knowledge of abuse within Quarriers is
19 concerned, you are aware now, I think, obviously, of
20 cases where former staff, some of whom were there in
21 your time, were convicted of abuse of children, various
22 offences involving the abuse of children?
- 23 A. Yes.
- 24 Q. So you're aware of that?
- 25 A. I'm aware, yes.

- 1 Q. But during your time as a house parent, were you
2 personally aware at any time of such abuse occurring
3 within the village or other cottages?
- 4 A. No, no.
- 5 Q. Did you make it your business as a house parent to find
6 out about these things or enquire or talk?
- 7 A. I didn't have any reason to do that because I wasn't
8 aware of it, so I wouldn't have any inclination to find
9 out about it.
- 10 Q. Did you have much interaction with other house parents
11 anyway to find out what was happening in their cottages?
- 12 A. Not really, no, I was too busy looking after children.
13 I really was. I devoted my time to the children and
14 that was my priority.
- 15 Q. So really, just because you were spending almost your
16 full time looking after children, some with very
17 challenging behaviours --
- 18 A. I had to be there most of the time to keep the unit
19 running.
- 20 Q. So you didn't have the time to worry about what was
21 going on in other cottages?
- 22 A. No, and I wasn't involved with many -- I knew some of
23 the house parents to say hello to, but I wasn't involved
24 with any of them socially or anything. We didn't have
25 conversations like that and I was not aware of any abuse

1 going on.

2 Q. But of course, therefore, it follows that you wouldn't
3 have any idea what was going on behind closed doors in
4 other cottages?

5 A. Not at all, no.

6 Q. But you have done a measure of reflection on this?

7 A. Yes.

8 Q. And I think you address that towards the end of your
9 statement at paragraphs 205 and 206, where you're
10 dealing with the issue of abuse and making it clear
11 that:

12 "[You] didn't at the time have any awareness that
13 physical or sexual abuse or indeed emotional abuse was
14 going on."

15 You are reflecting on whether there were things
16 which, looking back, might now concern you, given what
17 you saw then.

18 A. Yes.

19 Q. And what you know now. Is that --

20 A. Yes.

21 Q. And you give us two examples of that, one is at
22 paragraph 205; is that right?

23 A. Yes.

24 Q. That example concerns a person who was convicted of the
25 abuse, sexual abuse, of children in care at Quarriers,

- 1 and that's [REDACTED] QKY
- 2 A. Yes.
- 3 Q. Can you tell me what, looking back, was the concern that
- 4 you now think troubles you, if you like?
- 5 A. Well, the bit about in my statement, that a boy was
- 6 picked to go to a holiday with the BB in Ireland --
- 7 Q. You don't need to name the boy by the way.
- 8 A. -- which [REDACTED] QKY He went the
- 9 first year and he was asked to go the following year and
- 10 on reflection I said I would rather he didn't go. The
- 11 boy wasn't too happy about it, but I just had a gut
- 12 feeling that there was something not quite right.
- 13 I couldn't put my finger on it because I had no idea of
- 14 sexual abuse at the time. Maybe I was a bit naive, but
- 15 I never had any idea that sexual abuse was going on.
- 16 But looking back, I could possibly see that, looking
- 17 back from now, that there was maybe what was termed
- 18 as -- an element of grooming.
- 19 Q. Why was this particular boy selected to go from your
- 20 cottage?
- 21 A. He was picked by the people who were running the camp.
- 22 Q. Were there other boys in the cottage that --
- 23 A. He was the only one --
- 24 Q. -- were overlooked or not picked?
- 25 A. No, not in my cottage. He was the only one that went.

- 1 Q. Was he the only one that was in the BB?
- 2 A. He was the only one that was in the BB; the rest were
3 in the Scouts.
- 4 Q. You just had an intuition you didn't really want him to
5 go?
- 6 A. I just had a feeling something was not quite right and
7 I would rather he didn't go.
- 8 Q. Did that boy ever tell you anything that would cause you
9 to feel that your intuition had been well placed?
- 10 A. No.
- 11 Q. Then you mention another example of a boy from, again,
12 your cottage, and I don't think we need the name, who
13 was in the Scouts. Is that the Scouts at Quarriers?
- 14 A. Yes.
- 15 Q. And that you say that -- and I don't want the name at
16 the moment. Actually, no -- I think in fact he has
17 a conviction, this individual. Do you know?
- 18 LADY SMITH: It doesn't matter; we don't need the name.
- 19 MR PEOPLES: Anyway, this man who ran this group, you have
20 a recollection that one of the things that maybe,
21 looking back, you now have some concerns about what was
22 he doing?
- 23 A. I just remember this boy who was quite able to look
24 after himself, he was quite a confident boy, he made
25 some comment about this particular chap taking

1 photographs with their tops off, and I just thought that
2 was a bit odd.

3 Q. Okay. I suppose one of the things that, if we're
4 comparing your time as a child with your time as
5 a house parent, one of the things that perhaps Quarriers
6 did a lot better when you were a house parent -- and you
7 deal with this at paragraphs 209 to 211 on page 1634 --
8 is that they were much better at preparing children for
9 leaving the village; is that right?

10 A. Yes.

11 Q. I think you have in mind that by the time you became
12 a house parent, or perhaps during your time as
13 a house parent, they established a hostel in the village
14 for the older residents to go to --

15 A. Yes.

16 Q. -- in preparation for life outside the village?

17 A. Yes, for independence.

18 Q. Was that hostel established before you started as
19 a house parent or was it established after you began?

20 A. It was during my time at Quarriers.

21 Q. It was established?

22 A. Yes.

23 Q. Was that initially run by QFX/SPO ?

24 A. Oh yes.

25 Q. And then eventually by Gavin Roy?

- 1 A. Yes, that's right.
- 2 Q. This was presumably a hostel where children of
3 a certainly age, perhaps maybe 14 or 15 or thereabouts,
4 would be placed in preparation for going on to work
5 outside Quarriers or to live outside Quarriers; was that
6 the idea?
- 7 A. Yes.
- 8 Q. Therefore did children from your cottage go --
- 9 A. Yes.
- 10 Q. -- to the hostel?
- 11 A. Yes.
- 12 Q. Did you encourage them to do that?
- 13 A. Some I did and some ... Some who wanted to go,
14 I thought it was good for them. Some wanted to stay in
15 the cottage and I felt it was better they stayed in the
16 cottage because they could have got the same help from
17 me because I was into that sort of thing. But I felt it
18 was better for some of them to go to the hostel because
19 they were using money and being independent in every
20 sense of the word. Some of them weren't ready for it
21 and maybe that's why I wanted them to stay a wee bit
22 longer. But it was understood that by a certain age
23 they would automatically transfer to the hostel.
- 24 Q. Were they given an option though?
- 25 A. I'm not quite sure about that.

1 Q. Presumably because of the limited numbers at the hostel,
2 they couldn't all be placed there?

3 A. That might have been the case, I don't know.

4 Q. Just towards the end of your statement, you tell us the
5 end of the story, if you like, that there came a point
6 where, due to -- I think you really take up the story at
7 paragraph 212 of your statement, which is on page 1634,
8 where you tell us that towards the end of your time in
9 Quarriers the number of children in your cottage and
10 indeed the number of children in the village were
11 dropping quite dramatically, I think.

12 A. Yes.

13 Q. And really, in large measure, that was due to a policy
14 decision by Strathclyde Regional Council and its
15 Director of Social Work, Fred Edwards --

16 A. Yes.

17 Q. -- which was really to the effect that they were no
18 longer going to place children in institutions or large
19 villages like Quarriers. Is that what you understood to
20 be the background to this?

21 A. Yes.

22 Q. And that their preference was either to -- their first
23 preference was probably to foster out children away from
24 home if they couldn't live at home.

25 A. Yes.

1 Q. And, failing that, they would prefer to house them in
2 their own children's homes run by the local authority?

3 A. Yes.

4 Q. So numbers were declining?

5 A. Yes.

6 Q. And they were a big supplier of children?

7 A. Yes.

8 Q. But, of course, I suppose they still had a requirement
9 for Quarriers in certain situations?

10 A. Certain situations, yes.

11 Q. Including problem children?

12 A. Yes.

13 Q. So there was still a place for a few children that they
14 couldn't place anywhere else?

15 A. Yes.

16 Q. So Quarriers for a time survived by --

17 A. Yes.

18 Q. -- taking these children?

19 A. It was the easiest children that got fostered,
20 naturally.

21 Q. But as you say in your statement, as a result of this
22 policy shift, the numbers of children declined and, as
23 a result, the staff numbers declined and I think we've
24 heard some evidence that cottages either closed or
25 amalgamated.

- 1 A. Yes.
- 2 Q. Is that what was happening?
- 3 A. Yes.
- 4 Q. At the point -- there was in fact -- I think at one
5 point, was it down to two cottages?
- 6 A. Probably.
- 7 Q. And that the upshot for you, and indeed no doubt others,
8 was that you were finally made redundant?
- 9 A. Yes, we knew it was coming, we had worked under those
10 conditions for a longer time.
- 11 Q. And just before that had happened, we talked about some
12 big changes happening in the early eighties, and
13 you have told us about the change about schooling and
14 sending them out to mainstream schools. But there was
15 also some other changes going on and I think we've heard
16 some evidence that Quarriers opened up a special school
17 at Southannan. Were you aware of that?
- 18 A. Oh yes.
- 19 Q. And that was opened in 1978 or 1979?
- 20 A. Yes.
- 21 Q. And some of the people that you, I think, were dealing
22 with latterly in Quarriers, some of them were seen as
23 more suitable for the special school; is that correct?
- 24 A. Yes. I think, if I can recall, some of my children went
25 to Southannan.

1 Q. In addition to that form of what I might call
2 diversification by Quarriers, because the village was
3 running down as a major residential care setting for
4 children, they were doing that, they were diversifying
5 in other ways, were they not, they were taking on other
6 types of service provision?

7 A. Yes.

8 Q. Partly for children with complex needs?

9 A. Yes.

10 Q. And partly for older, vulnerable adults as well?

11 A. Yes, that's correct.

12 Q. And they were also selling off cottages --

13 A. Yes.

14 Q. -- at the same time?

15 A. Yes.

16 Q. And really, the Quarriers that you knew as a child was
17 not the Quarriers you left in 1987?

18 A. Definitely not.

19 MR PEOPLES: Okay. Well, these are all the questions that
20 I have for you, Alison. Once again, thank you very much
21 for coming to tell us about your experiences.

22 A. Thank you.

23 LADY SMITH: Can I check if there are any outstanding
24 applications for questions? No.

25 Alison, those are all the questions there are for

1 A. Good afternoon.

2 Q. In front of you you'll see in the red folder is a paper
3 copy of the written statement you have provided to the
4 inquiry. When giving your evidence, if you want to
5 refer to your statement, you can either use the paper
6 copy or the parts I'll be referring to will also come up
7 on the screen in front of you. So please use whichever
8 feels best for you.

9 But to start with, if I could take you to your
10 statement which has the reference which we've given it,
11 WIT.001.002.1317, and if I could take you to the paper
12 copy to the final page, which will be page 1353.

13 Can you confirm that you have signed your statement?

14 A. I can, thank you.

15 Q. The final paragraph there, which is paragraph 163,
16 you have no objection to your witness statement being
17 published as part of the evidence to the inquiry and you
18 believe the facts stated in your witness statement are
19 true.

20 A. That's right.

21 Q. To start, could you confirm your year of birth? I don't
22 need the date or the month, simply the year.

23 A. 1952.

24 Q. You have given a statement to the inquiry about your
25 experiences working for Quarriers.

1 A. Yes.

2 Q. And by way of an overview, what I'll do is simply
3 overview the different roles and dates you were at
4 Quarriers, then I will take you to your statement and
5 I'll ask you questions in three parts in respect of your
6 three different roles you had there.

7 A. Okay.

8 Q. We'll be touching on some parts of your statement, but
9 we won't be going through everything in detail.

10 In relation to an overview of your time at
11 Quarriers, if I understand the position correctly, in
12 1972 you were employed as a depute house mother?

13 A. That's right.

14 Q. And that was in cottage 32; is that correct?

15 A. That's right, also known as the hostel.

16 Q. It was the hostel in Quarrier's Village?

17 A. Yes.

18 Q. And then from 1974 to 1975, for a period of about
19 18 months, you then worked as an unqualified
20 social worker in the in-house social work department at
21 Quarriers?

22 A. That's right.

23 Q. In 1975 to 1977 you were seconded to
24 Robert Gordon University in Aberdeen?

25 A. That's right.

- 1 Q. And it was there you obtained your certificate of
2 qualification in social work?
- 3 A. That's right.
- 4 Q. And then you returned to Quarrier's Village and worked
5 for a further two years from 1977 to 1979 as a qualified
6 social worker in the in-house social work team?
- 7 A. That's right.
- 8 Q. Johanna, in your statement you have provided us with
9 a detailed CV of your work life following your time in
10 Quarriers, which is set out there for us. But
11 essentially, what we can take from that is that you went
12 on and you've spent your entire career in childcare.
- 13 A. That's right.
- 14 Q. And your focus has been on nursery age children and
15 early years.
- 16 A. Since the early eighties, yes.
- 17 Q. And indeed, at one point you were acting as an adviser
18 to the Scottish Government on early years matters?
- 19 A. That's right, yes.
- 20 Q. When did you retire?
- 21 A. I retired in 2011.
- 22 Q. So when giving your evidence today, obviously you can
23 explain when you're giving evidence from your memories
24 of your time in Quarriers, but also if you're reflecting
25 on matters, whether you're doing so with the benefit of

1 hindsight and perhaps the benefit of your understanding
2 from your childcare career.

3 A. Yes.

4 Q. What I will do now is I'm going to come to the stage at
5 which you were originally recruited to join Quarriers in
6 1972.

7 A. Yes.

8 Q. As I understand it, you saw an advert and you replied to
9 that advert?

10 A. Yes. I decided not to return to university after
11 a period of ill health and I was quite clear that
12 I wanted to have a career in social work. It was my
13 uncle, who was a social worker at that time, who
14 suggested that getting some residential experience would
15 be a good thing to do and I saw an advert for Quarriers,
16 for the hostel.

17 Q. You explain in your statement at page 1320, otherwise
18 page 4, from paragraph 15, that you applied and you were
19 interviewed by the [REDACTED] QFX/SPO and Joe Mortimer?

20 A. That's right.

21 Q. Who were the [REDACTED] QFX/SPO

22 A. They were the house parents who were running cottage 32.

23 Q. And the hostel?

24 A. The hostel, yes.

25 Q. Is that [REDACTED] and --

- 1 A. [REDACTED] QFX [REDACTED] yes.
- 2 Q. And who was Joe Mortimer?
- 3 A. Joe Mortimer, I can't remember his exact title then
4 because it changed over the years. He was either
5 superintendent or assistant director, but he was in
6 charge of the childcare within the village.
- 7 Q. You describe the interview as very informal.
- 8 A. Yes. I was interviewed by Joe Mortimer in the Holmlea
9 offices, the admin offices at Quarriers, and then was
10 taken to cottage 32 by [REDACTED] QFX [REDACTED] and had a very
11 informal meeting with [REDACTED] and [REDACTED] QFX [REDACTED]
- 12 Q. At the time you yourself had no qualifications in
13 childcare?
- 14 A. Absolutely none.
- 15 Q. Did you have any experience in childcare?
- 16 A. No. I was 20 at that time, so I'd had two years at
17 university and that was it.
- 18 Q. I think you say that you can't remember whether you were
19 asked to provide any kind of reference.
- 20 A. No, I honestly can't remember. I'm assuming that there
21 might have been a reference, but the scope for getting
22 a reference would have been limited at that time because
23 of lack of previous employment.
- 24 Q. You say in your statement the only jobs you'd had were
25 Saturday jobs --

- 1 A. Saturday jobs and holiday jobs.
- 2 Q. You started work in the hostel?
- 3 A. Mm-hm.
- 4 Q. What training or induction were you provided with when
5 you started work?
- 6 A. There was absolutely nothing. Literally, I was offered
7 the job and started a few weeks later, and no training.
- 8 Q. Did anyone explain what your role was to be?
- 9 A. Only in terms of I would be offering support to the
10 house parents, and again, because it was a new model and
11 quite an innovative model, I don't think it was very
12 structured in any way. QFX and [REDACTED] struck me as
13 a really nice couple, they had previous experience of
14 running their own cottage, cottage 3, and really I was
15 just taking instruction from them.
- 16 Q. At any stage were you provided with any written
17 instruction or guidance or staff manual or anything of
18 that description?
- 19 A. Absolutely not.
- 20 Q. In terms of training during the course of your
21 employment in the hostel, were you involved in any
22 training? Albeit training wasn't provided at the
23 outset, was there any training while you were employed
24 there?
- 25 A. No, I cannot recall any that was provided by Quarriers.

1 I know that [REDACTED] and I used our own money to pay for
2 courses that we found through -- it was at that time,
3 I think, the Scottish Health Education Unit. So
4 we would do day courses, but we paid for them ourselves.

5 Q. And what kind of courses were these?

6 A. Well, obviously health-based courses, but it was about
7 smoking, drugs, alcohol, contraception, that kind of
8 stuff, that we were building up our knowledge to be able
9 to share that with the young people in the hostel.

10 Q. In relation to the young people in the hostel, how many
11 young people were there?

12 A. I think we had room for about 18. If I explain maybe
13 what the building was like: it was like all the other
14 traditional cottages within Quarriers on two floors, but
15 there was an extension built on to that old cottage. So
16 we had twin-bedded rooms for the boys and girls in the
17 extension and then, in the old part of the building,
18 there were some single rooms and double rooms. So my
19 recollection is 18 or 20 young people at any one time.

20 Q. What was the age range of those young people?

21 A. Some of them were still at school, so 15, and some of
22 them were 18. So it was a range, but of course when
23 I started, the hostel was just opening, so it was more
24 of the younger age group. However, there were a couple
25 of older, I would say 18 or 19-year-olds who worked

1 in the village, either in the laundry or the store or
2 gardens, who were there when I moved, but they moved out
3 at some point.

4 Q. In terms of a management structure, nowadays we talk
5 about line management, which is probably not a phrase
6 that was used at the time.

7 A. No, certainly not.

8 Q. What was your understanding of what your line management
9 was when you were working in the hostel?

10 A. Well, that would have been -- QFX and [REDACTED] were my
11 managers, and their line manager would have been
12 Joe Mortimer. And at some point in between, there was
13 the in-house social work department at that time, which
14 was headed up by George Gill. So that's my
15 understanding, that it was myself, QFX/SPO and
16 then Joe Mortimer.

17 Q. The social work department at the time, it was in
18 between, you say. Were the QFX/SPO or anyone else
19 accountable in a management sense to the social work
20 department?

21 A. I don't think so, no. It was more a cooperative working
22 rather than line management, looking at it now.

23 Q. When you look at it now and you think of cooperative
24 working, can we also take from that that if there was no
25 line management as such and it was cooperative, that

- 1 they didn't have authority?
- 2 A. The social work department?
- 3 Q. Yes.
- 4 A. Yes, there was no ... No accountability in terms of if
- 5 there was a difficulty with a child, a young person
- 6 in the hostel, then there was a social worker that
- 7 somebody, [REDACTED] or QFX could seek advice from. But
- 8 there was nobody from the social work department coming
- 9 into the building on a regular basis to monitor the
- 10 level of childcare. Is that the kind of thing you mean?
- 11 Q. Yes, that as well, but I was thinking in terms of
- 12 whereas a qualified social worker in the in-house team
- 13 might have a professional authority, they didn't
- 14 actually have a management authority?
- 15 A. Yes. That's right. There was no management authority.
- 16 Q. So would it be fair it say if advice was sought, that
- 17 was down to the house parents, QFX/SPO as to
- 18 whether it was appropriate to seek advice?
- 19 A. Yes.
- 20 Q. What other staff were working in the hostel when you
- 21 were there?
- 22 A. Shortly after I started, a woman from London had applied
- 23 to do some voluntary work, so she came and she worked
- 24 in the hostel with QFX and [REDACTED] and myself, so she
- 25 took on the other depute house mother post.

- 1 Q. You said voluntary, so was she effectively a volunteer?
- 2 A. Yes, she was a -- she wasn't employed, she was
3 a volunteer. I can't remember -- was it the
4 organisation ... maybe CSV or something like that? She
5 got her bed and board free and some kind of payment from
6 that voluntary organisation, but she wasn't on -- she
7 didn't receive a salary from Quarriers at all. But
8 there were other volunteers who worked in the village as
9 well. So there were the four of us and two cleaners.
- 10 Q. Who of the staff lived in the hostel?
- 11 A. QFX/SPO myself, and Dymphna, the other house mum.
- 12 Q. On occasion, you had relief staff coming in; is that
13 correct?
- 14 A. The arrangement at Quarriers at that time was that
15 house parents got one day off a week, but that was from
16 early morning until late at night. So that would be
17 from maybe 8 o'clock in the morning and QFX and [REDACTED]
18 would be back at 10 o'clock at night. So initially,
19 when I was there on my own, there was a relief
20 house mother who came in. [REDACTED] and QFX had every
21 Monday off, so she came in on a Monday and was there to
22 support me and deal with whatever was happening in the
23 hostel.
- 24 Q. I think at page 1323, otherwise page 7 of your
25 statement, at paragraphs 29 to 30, you tell us a little

- 1 bit about this relief house mother.
- 2 A. Yes. Her name was [redacted] **QAQ** That's what I called
3 her. I had no idea what her first name was. She had
4 previously worked in Quarriers and there was an
5 arrangement where people who had been a house mother or
6 another cottage auntie or depute somewhere else did
7 relief cover for days off and holidays. So she came in
8 on [redacted] and **QFX** day off.
- 9 Q. In your statement, you share your impression of
10 [redacted] **QAQ** and you make a couple of comments that she
11 saw herself being there to meet the food needs of the
12 children.
- 13 A. Absolutely.
- 14 Q. She wasn't interested in any other kind of engagement
15 with young people at all?
- 16 A. No.
- 17 Q. Can you tell me about that?
- 18 A. Well, that was -- I don't know if that was based on the
19 traditional role that she'd had wherever she was
20 employed before, because I don't know where she was
21 employed, but yes, she would arrive in the morning, ask
22 what food was planned for the day, and she would just
23 busy herself with that. So when the children and young
24 people came in at lunchtime, she would present them with
25 the food but there was no real engagement or dialogue

1 with them. And some of those young people had known her
2 for years because she'd been around the village.

3 Q. You knew her as [REDACTED] QAQ How did the children
4 address you and [REDACTED] QFX/SPO

5 A. We were called by our first names. It did seem a bit
6 ridiculous to me at 20 to be called "auntie" by 15 and
7 16-year-olds.

8 Q. Was there a suggestion you should be called auntie but
9 you preferred to be called by your first name?

10 A. Well, the young people found it difficult because they'd
11 always been used to the cottage parents either being
12 known as Mr or Mrs, or some of the cottage parents had
13 insisted they be called mummy or daddy. But when they
14 came in, they found it hard to adjust to this new regime
15 that was first names.

16 Q. If we turn to what the purpose of the hostel was, you
17 explain in your statement, if we move to page 1330,
18 otherwise page 14, paragraph 62, you explain to us that
19 the hostel was there to prepare young people for leaving
20 Quarriers.

21 A. Yes.

22 Q. What was involved in the preparation?

23 A. Well, as I said, the hostel situation was an innovative
24 living situation which had come from money that had been
25 raised from former boys and girls and in the centenary

1 year. So it hadn't been tried before, so the notion,
2 and my understanding of it, was then that some of the
3 young people were still going to be around Quarriers for
4 another two or three years because some were at school.
5 So it was that whole process of preparing them for life
6 outwith the village.

7 But there were no guidelines or guidance as to how
8 that was to be done. And obviously, I was relying on
9 [REDACTED] and QFX [REDACTED] previous experience as house parents
10 because they had worked with young people who'd gone out
11 into the community direct from the cottage, and not
12 every child in Quarriers was going to be able to come
13 through that hostel experience because it wasn't big
14 enough to take all the young people in that kind of 15
15 to 18 age range.

16 Q. Do you know the basis on which young people were
17 selected to go to the hostel?

18 A. No. The children, young people, who had been selected
19 before had been selected before I arrived. So there
20 obviously had been some discussion. I think probably --
21 I think Joe Mortimer and George Gill were probably the
22 driving force behind the setting up of the hostel, which
23 is why I was interviewed by Joe Mortimer, which wasn't
24 the norm for somebody like a depute house mother,
25 because the depute house mother or aunties were

1 interviewed by the domestic superintendent, who was
2 responsible for cottage aunties and cleaners.

3 So I assume that discussion had taken place between
4 the social workers and house parents as to which
5 children would come in. However, as places became
6 available, certainly I was aware of [REDACTED] and QFX
7 being involved in discussions with social work and other
8 house parents to identify which children were coming in.

9 Q. The kind of preparation, I think you explain that to us
10 in the statement, you speak about having discussions and
11 talks with young people on certain issues.

12 A. Yes. Just -- we had a large room downstairs in the
13 building so we would have meetings with them
14 occasionally and, yes, the kind of general topics that
15 would be helpful to teenagers.

16 Q. What kind of topics were they?

17 A. Well, about -- careers was one thing, relationships was
18 another, and the usual, smoking, drinking, those kind of
19 issues that were around at that time.

20 Q. You also make reference in your statement to young
21 people being given a clothing allowance.

22 A. Yes. That was already established, I think -- I think
23 it was a specific age group in the village, where the
24 young people got a clothing allowance rather than having
25 to be taken to what was known as the drapery to select

- 1 their clothes from there.
- 2 Q. I think they were also encouraged to take responsibility
3 for their own laundry.
- 4 A. Yes. That was a big thing because Quarriers did have
5 its own laundry and not all the cottages had washing
6 machines -- in fact I think some of the cottages that
7 had washing machines had been purchased by house parents
8 themselves. So it was one of the features of the hostel
9 where we had a laundry downstairs in the basement and
10 the young people were responsible for their own washing.
11 The sheets and towels and things still went to the main
12 laundry in Quarriers. But again, that was part of
13 creating a bit of independence for the young people.
- 14 Q. You explain in your statement that part of the remit
15 might have involved assisting the children in getting
16 accommodation for moving on from Quarriers.
- 17 A. Yes. That's right; yes. But when I was there in the
18 hostel at that point, that was certainly the remit of
19 the two social workers, Alistair Murdoch and
20 Margaret Orr. Alistair had responsibility for boys and
21 Margaret had responsibility for the girls. So [REDACTED]
22 and QFX and I were on the periphery of that, but the
23 driving force to get that in place was the
24 social workers, in-house.
- 25 Q. Who was responsible for trying to find the young people

1 employment?

2 A. Again, at that time it was the social workers.

3 Q. What types of employment were obtained?

4 A. Well, many of the young people were looking to -- or
5 were being pointed in the direction of a career in the
6 forces because then that was employment and
7 accommodation taken care of. Certainly, some of the
8 young women went into nanny situations, again where
9 accommodation would come with the job.

10 Over time, Quarriers managed to get rentals of flats
11 in Linwood and I think they also bought a couple of
12 flats in Paisley so that some of the young people were
13 the first to be more independent.

14 Also, George Gill was very good locally at making
15 connections and getting local tradesmen to employ some
16 of the young people, you know, as plumbers,
17 electricians, mechanics, in the village of Bridge of
18 Weir. And sometimes, for them, there was that
19 transition of -- they were working locally but still
20 living in the hostel, so it wasn't a case of at 16
21 you were out of the village, and it did vary from young
22 person to young person.

23 Q. I think at various places in your statement you draw
24 a comparison to how life was in the hostel compared to
25 what you understood the children's -- some of the

1 children's experience to be in cottages.

2 A. Mm-hm.

3 Q. I think one of the points you make is that in the hostel
4 the children had a choice of food.

5 A. Yes. I have to say that [REDACTED] was a good cook and
6 I learnt much from her. So we had this heated cupboard
7 that was between the kitchen and the dining room, so
8 children would help themselves to what was on offer.
9 Some of the children didn't like what was there, but
10 they were given some scope to say, "No, I don't like
11 that", or, "I prefer that". They also had their own
12 kitchen downstairs where we put their supper food for
13 them to prepare themselves and I think I also recall at
14 weekends, that's what we did too: we put breakfast stuff
15 downstairs in the kitchen so they could help themselves.

16 Q. I think in the hostel you indicate that young people had
17 a choice as to whether or not they went to church.

18 A. Yes. [REDACTED] and [REDACTED] QFX when they were cottage parents in
19 cottage 3, it was expected that all the children went,
20 and they went to church with their own cottage children.
21 However, in the hostel, it was made clear to the young
22 people when they came in that that was a choice for
23 them.

24 [REDACTED] QFX and [REDACTED] went -- I wouldn't say every week,
25 but they did go to church. I didn't ever go to the

1 service in the church. And some of the young people
2 continued to go with their own cottages and others
3 decided not to.

4 Q. I think the shared bedrooms or single rooms would have
5 been a different situation from perhaps the sleeping
6 arrangements in cottages as well?

7 A. Yes. Looking back on it, I didn't know where the young
8 people had come from in terms of their domestic
9 arrangements in whichever cottage they came from. But
10 it must have been a huge ... Something -- a huge
11 challenge for them and quite difficult, I think, for
12 some of them to cope with.

13 Q. Turning to the question of bed-wetting, did some of the
14 young people wet their beds in the hostel?

15 A. Yes.

16 Q. What was the approach taken in the hostel towards
17 bed-wetting?

18 A. Well, we knew -- it wasn't a huge problem but it did
19 happen, so we knew about it. Rubber sheets were put on
20 the mattress and a supply of extra sheets were put in
21 the wardrobe in the room for the young person to just
22 deal with it as it happened. Of course, the sheets went
23 to the laundry, so it was not a big issue.

24 Q. Did you ever hear anything about whether bed-wetting was
25 dealt with in a different manner elsewhere in Quarriers?

1 A. Well, yes, and some of the young people did talk about
2 the away that it was dealt with in other cottages in
3 terms of being made to feel really bad about bed-wetting
4 and having to wash the sheets themselves in the sheds
5 that were attached to the other cottages.

6 Q. Moving on to another situation that you describe in your
7 statement at page 1332, otherwise page 16 at
8 paragraphs 72 and 73, and that's where you describe
9 a girl, we don't need her name, who had head lice.

10 A. Yes.

11 Q. Can you describe what happened there?

12 A. The hostel was still relatively new and anyway she knew
13 there was something wrong with her hair and she went
14 back to her old cottage mother. Do you want me to say?

15 Q. That's fine.

16 A. It was cottage 17 and Auntie [REDACTED] QNZ there. She
17 had gone back and obviously [REDACTED] QNZ had said that it was
18 head lice. So the first [REDACTED] and I knew of it was
19 when [REDACTED] appeared back at the hostel and -- [REDACTED] had
20 a magnificent long, dark, curly hair and it looked as
21 though she'd been attacked with a pair of kitchen
22 scissors. Her hair was tufted and she also had some
23 kind of oily smelly stuff on it.

24 Q. Did you form any view as to how the young girl felt
25 about this?

1 A. She was obviously embarrassed, she was mortified, and
2 there was -- I can remember [REDACTED] trying to deal with
3 it very sensitively, but out of [REDACTED] earshot she was
4 so angry about what had happened and the fact that she
5 hadn't been able to come and mention it to one of us.

6 So the next day, she was kept off school and [REDACTED]
7 took her to have a proper haircut to deal with the
8 damage that had been done.

9 Q. And I think you describe that in your statement as an
10 urchin cut?

11 A. An urchin cut; that was very popular in the seventies.

12 Q. As you have indicated already, you make reference to
13 inspections, and at page 1327 of your statement,
14 paragraph 48, otherwise page 11, you talk about visits
15 and inspections to the hostel. At paragraph 48 you say:

16 "There was no real supervision of the hostel."

17 Can you explain the basis on which you tell us that?

18 A. Well, nobody was coming in on a regular basis to look at
19 what we were doing, what we as the house parents and
20 depute were doing, nor to actually speak to the young
21 people to ask them about their experience of being cared
22 for in the hostel. The only visitor I can recall was
23 what were referred to as the lady visitors, who were
24 part of the, I don't know, committee that ran Quarriers.
25 But they came in during the day when there were no

1 children in the cottage. The visit was always planned
2 in advance, so everything was spick and span, and the
3 lady visitor would have a look around the building and
4 then she would sit and have a cup of tea and biscuits.
5 That was it.

6 Q. Moving on to a different topic, that of discipline.
7 Were there any written guidelines or anything of that
8 nature as to how the behaviour of a young person should
9 be managed if they weren't behaving?

10 A. I have absolutely no recollection of anything like that
11 being available.

12 Q. In the absence of that guidance, what approach was taken
13 at the hostel?

14 A. Again we're talking about 15-plus, so a lot of -- if
15 there were any behavioural issues, then the only
16 sanction I ever saw being used was the removal of what
17 would be called privileges, I suppose, being out later
18 at night, being allowed to go into the village.

19 If there was any discipline issues with the group as
20 a whole -- for instance, in the kind of basement of the
21 hostel, there was this room that was called the disco,
22 that had a music system in it and some booth seating and
23 a floor, it was a large room. So if there were any
24 problems with the group of children, I can remember the
25 stylus from the record playing being removed for

1 a couple of days as a loss of privilege rather than ...

2 Another thing was that -- again, it would be the
3 group as a whole -- maybe the food that was put down for
4 their supper was maybe not as wide a range as -- it'd be
5 basic stuff, some bread, some cheese and some butter
6 rather than a range of other things that they would get
7 as well.

8 And with individual children, it really was
9 dependent on what the issue was in terms of behaviour.

10 Q. Was there ever use of any physical punishment like
11 corporal punishment?

12 A. No.

13 Q. Did you ever hear of the use of corporal punishment
14 elsewhere in the village?

15 A. Some of the young people did talk about issues with
16 other house parents in terms of a smack or whatever, but
17 I couldn't be more specific than that because I think
18 some of the young people I know -- and they talked to us
19 when we had some of these large groups meetings -- some
20 of their house parents had told them not to share
21 stories of what had happened in the cottages before they
22 came into the hostel. And some of the young people were
23 very loyal to the house parents that they had.

24 Q. I'm going to move on and ask you some questions about
25 your time as an unqualified social worker. How did it

- 1 come about that you were transferred over to the
2 social work department?
- 3 A. My understanding and recollection was that they were
4 wanting to expand the social work team and I had always
5 been upfront since the start that I wanted to go and
6 train as a social worker, and that was my career path.
7 So all I can remember is being invited to join the
8 social work team. It wasn't a post that was advertised
9 and I certainly can't remember being interviewed for the
10 post. It was just that transition from being at the
11 hostel.
- 12 Q. When you arrived there, were you given any induction or
13 training?
- 14 A. No.
- 15 Q. I think you tell us about your experiences there at
16 page 1336 onwards, otherwise page 20. At page 1337 on
17 page 21, paragraph 90, you explain that part of your
18 role was to assess what were called foster friends.
- 19 A. Yes.
- 20 Q. Were you given any guidance as to how to assess when
21 someone was a suitable foster friend?
- 22 A. No. Foster friend applications came in through the kind
23 of general office. It might just have been a letter
24 into the office saying that a couple were interested in
25 befriending a child at Quarriers. So that came down to

1 the social work department and they were really just
2 divvied up between the team who were there at that
3 point.

4 I was just given kind of broad general guidelines
5 before I went out on my first visit, which was really to
6 have a chat with the couple, have a look at the house,
7 the sleeping arrangements, and base the suitability on
8 that, which in retrospect just seems pretty shabby.

9 Q. As I think you say at paragraph 90 that when you look
10 back on part of your role, nobody had trained you to be
11 able to assess those people in a realistic way.

12 A. Absolutely.

13 Q. You tell us at page 1338, otherwise 22 of your
14 statement, that you were allocated various cottages.

15 A. Yes, that's right.

16 Q. And which cottages were you allocated?

17 A. I'm now looking at my statement as a reminder.

18 Cottage 10 -- and I did eventually remember the
19 house parents' names there. Cottage 36. Cottage 40,
20 which was a relatively new house mother. And I remember
21 cottage 14 and cottage 33.

22 Q. At paragraph 95 you explain that there was no protocol
23 that said they would get a visit from you once a month
24 or whatever. So it was on an as-needed basis?

25 A. Absolutely. So if there were new admissions coming in,

1 that would be a reason to meet with them. If there were
2 problems with any of the children within the cottage,
3 then they would ask me to go and visit. But it wasn't
4 like a once-a-month visit.

5 Q. You say in your statement that you had very little
6 contact with the children.

7 A. Absolutely, because the contact with the cottage parents
8 was really during the day when the children were at
9 school. There was the occasional time when I would be
10 invited for my lunch or my tea, but in most of the
11 cottages that I was working with, that was a very formal
12 affair where children weren't encouraged to talk, so it
13 wasn't the best environment to get to know children.

14 LADY SMITH: Would the house parents have known that you
15 were not a qualified social worker?

16 A. Oh, at that time, certainly.

17 LADY SMITH: So how would the house parents have known that,
18 because you were coming from the Quarriers social work
19 office?

20 A. But they knew that I had previously worked at the hostel
21 and had no social work experience.

22 LADY SMITH: Right. I suppose they might have assumed you'd
23 had some training or done some studying.

24 A. No, I don't think so. As I said before, I was 20 when
25 I worked at the hostel, and there was a lot of interest

1 in the village about the hostel. So people would have
2 known exactly where I came from and what my background
3 would have been.

4 MS RATTRAY: If we move on to when you returned as
5 a qualified social worker in 1977, we find your evidence
6 on that at page 1340, otherwise page 24.

7 At paragraph 103 you tell us that when you returned
8 after your training, the social work team was much
9 bigger and there were regular team meetings --

10 A. Yes.

11 Q. -- and supervision and more focus to your work.

12 A. Yes.

13 Q. I think you've indicated later that you felt supported
14 at Quarriers when you were a qualified social worker and
15 you felt you had proper supervision in that role.

16 A. Yes. Yes, and there was a much bigger team of
17 social workers. When I was an unqualified
18 social worker, some of the team then -- well, one was
19 a house parent who again was part of the social work
20 team, and the other two -- I think one was qualified and
21 one was unqualified. So coming back in 1977, the whole
22 team other than the one were all trained and had work
23 experience outwith Quarriers.

24 Q. You say at paragraph 106 that you -- you describe that
25 there was perhaps a different type of response from

- 1 house parents towards your involvement with them.
- 2 A. Yes. I'm just looking at the paragraph there. I think
3 actually, that comment refers to my unqualified time
4 rather than my qualified time.
- 5 Q. So what you say is that -- well, in effect what you say
6 is that perhaps the newer breed, as you say, of
7 house parents were perhaps more welcoming towards you
8 and more receptive --
- 9 A. Yes.
- 10 Q. -- to your role.
- 11 A. Yes.
- 12 Q. But there might have been a degree of reluctance on the
13 part of --
- 14 A. The more traditional house parent, yes.
- 15 Q. And you say here:
16 "In their view, everything was running fine so they
17 didn't understand why you had to have contact with
18 them."
- 19 A. Yes, that's right.
- 20 Q. Was that a sort of difference which continued into your
21 experience as a qualified social worker or did it
22 change?
- 23 A. No, even as a qualified social worker there were certain
24 house parents who, pleasant as they would be when
25 I visited, they really felt that they were in control of

1 what was happening and really I was there under
2 sufferance or unless I needed to be there, which was
3 normally about the admission or discharge of children or
4 a problem with a child in the cottage that they couldn't
5 resolve or, by contacting me, that the child might be
6 removed from that cottage.

7 Q. At page 1341, otherwise 25, paragraph 110, you tell us
8 that whilst you were away doing your training, regular
9 reviews of cottages had been brought in --

10 A. Yes.

11 Q. -- and you would go along to the cottages with all the
12 children's files and discuss every child with the
13 house parent --

14 A. Yes.

15 Q. -- although the children weren't present at that time.
16 Then you reported back from the cottage review to,
17 initially George Gill?

18 A. Yes.

19 Q. And then when he left to go to Southannan, to your
20 senior social worker, Margaret Scott?

21 A. Yes.

22 Q. And you tell us that reviews about a child's placement
23 were done separately.

24 A. Yes.

25 Q. That involved a meeting in the office with the external

1 local authority social worker.

2 A. Yes, that was quite different, yes. But again, at those
3 reviews about the child's placement, there was never any
4 discussion with the child. The child wasn't party to
5 those discussions. They wouldn't even come in at the
6 end of the review meeting to get some kind of summary of
7 what was happening.

8 Q. I think at paragraph 114, page 1342, otherwise page 26,
9 you say that:

10 "Children weren't encouraged to make their way to
11 the social work office, although the team that were
12 recruited whilst [you were] doing your training were
13 a different breed in terms of having more contact with
14 the children. [You] did have the opportunity to speak
15 to children outwith the presence of their house parents,
16 but it was usually only when there was a problem."

17 A. Yes. When I said that children weren't encouraged to
18 make their way to the social work office, that was --
19 house parents did not encourage children to do that.
20 The team of social workers who were there did encourage
21 and the busiest time at Holmlea office was when school
22 came out. There was a kind of big window there with
23 windowsills and there would be children sitting there
24 waiting to see their social worker.

25 Whether or not their house parents knew that was

1 taking place or not, I don't know, but that was the time
2 and most of us were around the office at that time of
3 day so that we were able to pick up anything that did
4 happen.

5 Q. I think at paragraph 116 you tell us about the
6 psychologist attached to Quarriers, Jean Morris --

7 A. Yes.

8 Q. -- and how social workers might refer children to her if
9 they had problems with bed-wetting or behavioural
10 problems. But you say:

11 "Jean Morris' office was next to the social work
12 office and it didn't really allow the children much
13 privacy to talk. They would be seen going into our
14 office so it didn't allow children any kind of security
15 to confide in her."

16 A. That's right. That was -- at one point the social work
17 department was next to Jean Morris' office and then it
18 did move upstairs. There was a meeting room next to
19 Jean Morris' office, so if there was a meeting going on
20 in the room, Jean Morris' office was next door, so it
21 wasn't the most private place.

22 To access an appointment with Jean Morris, the
23 house parents really had to come through their cottage
24 social worker to do that; the house parent couldn't go
25 direct to Jean Morris. So that was another reason why

1 house parents would want to engage with their
2 social worker, to get that appointment made.

3 Q. Moving on, on to the question of records, you have some
4 observations to make on that at page 1348, otherwise
5 page 32. I think in summary of what you say, when you
6 were at the hostel you weren't sure when children's
7 files came into existence and the children had very few
8 records when they moved into the hostel, and very few of
9 them had ever seen a social worker --

10 A. Yes.

11 Q. -- and that records were kept in each -- the records
12 that were kept in each cottage varied and you didn't
13 think that a lot of information was kept at the hostel
14 either.

15 A. No.

16 Q. But you do refer to having a diary which was more about
17 managing time and there was also a log of menus.

18 A. Yes.

19 Q. And you describe a punishment book, which you say was
20 a soft-backed book with the Quarriers name on the front.

21 A. Yes.

22 Q. But that was the responsibility of the house parents and
23 you weren't involved in completing that?

24 A. Yes, I can't ever remember doing anything with the
25 punishment book. I'm not even sure what kind of --

1 because we had no ... As I say, it was withdrawal of
2 privileges really rather than punishment, whether or not
3 that would go in the book. I certainly didn't
4 contribute to any records of any of the young people in
5 the hostel in the time when I worked there.

6 Q. You also mention there being a visitors' book.

7 A. Yes.

8 Q. And you've a vague recollection that [REDACTED]
9 might have had a filing cabinet, but there wasn't
10 anything that you contributed to on a regular basis?

11 A. No.

12 Q. And to your knowledge, the records weren't checked or
13 monitored?

14 A. No. I think the lady visitor would have a look at the
15 menu log that we had to keep and maybe the punishment
16 book and, as I say, there was a visitors' book which was
17 out in the hall, so any visitor signed that. We had
18 a lot of church groups who visited the hostel and we had
19 a lot of old boys and girls, former residents, who would
20 come and visit. So it was a visitors' book that was
21 pretty wide-ranging.

22 Q. At page 1349, otherwise page 33, you speak further about
23 records when you were working in the social work
24 department and you describe that the children had files
25 in the office at Holmlea --

- 1 A. Yes.
- 2 Q. -- and how the content of the files varied and that's to
3 the extent that some of the children's files had nothing
4 in there. You say if you had contact with the visiting
5 social worker, you'd note that in the records?
- 6 A. Yes.
- 7 Q. You didn't think the house parents were forthcoming with
8 the punishment book and that the punishment book didn't
9 form part of the review that you carried out or
10 social workers carried out.
- 11 A. No, no.
- 12 Q. You indicate that the files were kept in filing cabinets
13 in the social work office --
- 14 A. Yes.
- 15 Q. -- and when the child left, they were sealed and handed
16 to admin in the front office?
- 17 A. Yes.
- 18 Q. And you think they might have been kept in a small
19 bungalow as you came in the gates?
- 20 A. Yes, it was to the left-hand side. I can't remember
21 what it was called. Holmlea was on the right and there
22 was this other building on the left.
- 23 Q. I'd like to come to what you tell us about your
24 knowledge of any abuse of children that took place as
25 far as you're aware in Quarriers. You tell us about

1 that at page 1343, otherwise page 27, from
2 paragraph 119. You make reference to various contacts
3 you have had with cottages and impressions you formed
4 there.

5 A. Yes.

6 Q. But what I would like to focus on in particular is the
7 incident that happened when you were -- in 1973 or 1974
8 after you've moved out of the hostel. You tell us about
9 that at page 1346, otherwise page 30. Can you tell us
10 what happened there? There isn't any need to name the
11 young person involved.

12 A. Paragraph 132?

13 LADY SMITH: Yes, and as Ms Rattray says, I don't need the
14 name of the young person; it's just the nature of the
15 incident that might be helpful.

16 A. Okay, yes.

17 MS RATTRAY: If you could explain what happened.

18 A. Well, I remained very friendly with [REDACTED] when I moved
19 out of the hostel and was living in one of the aunties'
20 cottages. She had told me that one of the young women
21 in the hostel had --

22 LADY SMITH: You don't need to tell me who the allegation
23 was made against; it's just the fact of the allegation.
24 It was something I think that was said to have happened
25 in that environment; is that right?

1 A. Yes.

2 LADY SMITH: Thank you.

3 A. That the young woman had woken up in the morning and she
4 was being touched by a member of staff. [REDACTED] had
5 also told -- [REDACTED] was quite upset by it. She had
6 said that the incident had been investigated at Holmlea
7 by, I assume by Joe Mortimer and George Gill, and that
8 the allegation was that the young woman had had a crush
9 on this particular member of staff and that what had
10 happened was a fantasy of her imagination and it was
11 left at that.

12 MS RATTRAY: You indicated in your statement that from your
13 understanding, whilst it had been investigated by the
14 office at Holmlea, although that seemed to have -- all
15 that seemed to have happened was that there was a closed
16 discussion.

17 A. Yes.

18 Q. Can you explain more what you mean about that?

19 A. Really only that the discussion had taken place,
20 I assume, between Joe Mortimer, George Gill and the
21 member of staff, and then that discussion was fed back.
22 I don't know if the young woman was interviewed by
23 anybody if that's what you mean.

24 Q. You tell us at paragraph 134 that you knew the young
25 woman concerned and you didn't think she would have made

- 1 it up.
- 2 A. Yes.
- 3 Q. You go on to comment that, from what you knew of the
- 4 investigation, you thought it was totally inappropriate
- 5 and there ought to have been some form of outside
- 6 involvement or someone independent.
- 7 A. Yes, even all those years ago, I felt it was
- 8 inappropriate, but that's the way it was done.
- 9 Q. So your thoughts of it being inappropriate, that's not
- 10 just with the benefit of hindsight, that's something you
- 11 thought at the time?
- 12 A. Yes, I did think it at the time.
- 13 Q. You tell us later in the statement that in 2003,
- 14 you were contacted by the police.
- 15 A. I was, yes.
- 16 Q. And you were asked to give a statement in relation to
- 17 this particular allegation or the nature of that
- 18 allegation.
- 19 A. Yes.
- 20 Q. And you gave a statement to the police and you were
- 21 asked to go and give evidence at a trial --
- 22 A. Yes.
- 23 Q. -- on various occasions, but ultimately you didn't do so
- 24 because you had serious health problems at that time.
- 25 A. At that time, yes.

1 Q. And you were unable to do that?

2 A. Yes.

3 Q. At page 1347, otherwise page 31, you tell us about your
4 views on how easy or otherwise it was for children in
5 Quarriers to report abuse.

6 A. Yes.

7 Q. What you say is that:

8 "There was no clear pathway for children to go and
9 speak to an adult about any concerns they might have."

10 And:

11 "Most of the house parents had no training."

12 At paragraph 138, you make reference to
13 Joe Mortimer's open door policy --

14 A. Yes.

15 Q. -- and that George Gill operated a similar policy.

16 A. Yes.

17 Q. But you then tell us about why that would have been
18 a huge step for children. Can you explain that to us?

19 A. Well, partly because the only time they would have been
20 able to do that would have been outwith school hours.

21 So, one, they would have had to explain to the
22 house parents where they were going -- but the building
23 itself was very daunting. You came in, there was
24 a porch, double set of doors, these very shiny floors,
25 this very shiny brass, and you would have to get past

1 the admin staff. You couldn't just go and knock on
2 Joe Mortimer's door.

3 Even going into his office was quite, you know --
4 I don't know what word to use -- pretty scary really to
5 a young person going in. There was a big wooden desk
6 and a big room and lots of wood.

7 So it wasn't a welcoming room for young people to
8 get into and I think people associated being in that
9 room with being there because they were in trouble.

10 Q. I think you say that you think it took some guts for
11 children to make that move, to be able to do that.

12 A. Yes.

13 Q. Finally, turning to page 1352, otherwise page 36, you
14 share with us observations on child protection
15 procedures. You make the point that you didn't receive
16 training or guidance regarding early warning signs of
17 child sexual abuse when you were trained as
18 a social worker in the 1970s and you don't think you
19 were being appropriately trained in that kind of work
20 until the mid-1980s.

21 A. Yes.

22 Q. However, you also say that you don't think adults in
23 a professional capacity were open to believing children,
24 like the young girl who made the allegation in the
25 hostel.

1 A. Yes. I think that was the kind of environment that we
2 worked in.

3 Q. You also go on to say you think that that reflected the
4 society at that time, but you also make the point that
5 over the years, whichever street or community you lived
6 in, the community knew that there might be concerns
7 about an adult.

8 A. Yes.

9 Q. And perhaps warned children not --

10 A. Not to go there, yes.

11 Q. So it is still possible that, notwithstanding the
12 community not being social work trained in the 1980s
13 about types of abuse, it was still possible that there
14 was an awareness?

15 A. That things were going on, yes.

16 Q. And certainly, in the case of the young girl that you
17 told us about, that wouldn't have relied upon
18 a social worker assessing whether anything abusive was
19 happening because she spoke up?

20 A. She did, yes.

21 Q. But she wasn't believed.

22 A. That's what it seems to be, yes, and I have no idea who
23 she spoke to about the allegations, because I was
24 getting it third-hand.

25 Q. You explain at paragraph 159 that the combination of the

1 lack of training about children and child psychology and
2 so forth, together with the lack of scope for children
3 to express any concerns they had, in your view, combined
4 to set the scene for abuse to take place?

5 A. Yes.

6 MS RATTRAY: My Lady, that concludes my questions for this
7 witness.

8 LADY SMITH: Are there any outstanding applications for
9 questions? No.

10 Thank you very much indeed for engaging with the
11 inquiry as you have done, Johanna, both in providing
12 your written statement and coming along today to give
13 your oral evidence. It's been really helpful to hear
14 what you can tell me about your time there and I'm now
15 able to let you go with my thanks.

16 A. Okay, thank you.

17 (The witness withdrew)

18 LADY SMITH: I think that's it for today, isn't it,
19 Ms Rattray?

20 MS RATTRAY: Yes, it is. Tomorrow we will have three
21 further oral witnesses.

22 LADY SMITH: Very well. I'll rise now until tomorrow.

23 (4.18 pm)

24 (The hearing adjourned until 10.00 am
25 on Wednesday, 14 November 2018)

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