

## Scottish Child Abuse Inquiry

Witness Statement of

HIZ [REDACTED]

Support person present: Yes.

1. My name is HIZ [REDACTED]. I'm known as HIZ [REDACTED]. My date of birth is [REDACTED] 1965. My contact details are known to the Inquiry.

### Background

2. I started working before I left school. I was a milk boy and thoroughly enjoyed that and moved on to working in a bakehouse on nightshift. I did a two-year apprenticeship and then they went bust. I'd just started to learn the confectionary side where the money was. After that I went back to the milk and then I worked in a spinning mill and that was the only time I've worked in a factory. Then I went back to the milk and then to Channel 5 and worked with them for a wee while. I was on a four-year contract. Then that came to an end and that was the longest time I've ever been unemployed.
3. My son was starting school and he was getting involved with his pals, I started a football team along with some other boys that I knew. I was good at that and realised that I enjoyed working with kids. I think that was sometime in 1994. It was brilliant. I started voluntary work at a residential school in my local town. Within two weeks they offered me a relief worker job and I was dead chuffed. It was more money and I was providing for my family, it was great. I was really interested in working with kids and they sent me on some training courses that I really enjoyed and I seemed to fit in and it was quite natural for me.

4. Then a full-time post came up and I went for it, but because I had no qualifications I never got it. So instead I went to do a Higher National Certificate, HNC, at James Watt College. That was around 1998 or 1999. While I was doing the HNC another post came up and I went for it but because I hadn't completed the HNC I didn't get it. In the meantime money was getting tight because I was doing college, so I started doing taxis as well. I was doing college, taxis and relief work.
5. Because I was in college I got to know some of the lecturers and they told me I was really good with kids and I was getting good feedback from my placement. They recognised that and they offered me a temporary post working with kids with learning difficulties and they mostly had Down's syndrome. I absolutely loved it, it was brilliant but it wasn't enough money to keep me and my family going. So, come the end of the year, I'd passed my HNC and they wanted me to stay and come back the next term, but there wasn't enough money.
6. Then I saw a post at Kerelaw was advertised and I jumped on that and I got it. I was over the moon. I think I started at Kerelaw sometime between 1998 and 2000.
7. Since then I've got my Scottish Vocational Qualification, SVQ Level 3, a diploma in health and safety and I've done various courses in things like hygiene when I've worked for Glasgow city council. I also did a course in Kerelaw called a violence reduction programme which I really enjoyed.

#### **Posting at Kerelaw, Stevenston, Ayrshire**

8. I think I saw the advert for the job in the Glasgow Herald. Someone told me it was in the paper and I jumped at it and put an application form in. Then I got a phone call or a letter, I know Shona Kelly was involved in it somewhere. I'm not sure if she was a unit manager at that time. I went along and I think I did three processes. It was an interview, then a group discussion and then a tour.
9. The interview was with Shona Kelly, <sup>KBT</sup> [REDACTED], and one other but I don't know now who that was. <sup>KBT</sup> [REDACTED] was a senior and then she became a unit manager. The

group discussion was taken by Shona as well and I can't remember who else. The tour was taken by <sup>KBS</sup> [REDACTED] who I think was a senior somewhere. He became a unit manager as well after a while.

10. I had to give the names of people who would give me references. They did get in touch with those people. One name was from the college and one was somebody at my placement. I can't remember if I started the job on a probationary period. I know I had my HNC in social care by then and I think that's why I was taken on. There was a big push then for HNC and SVQ.
11. I started my SVQ in Kerelaw and then it all shut down. I took a week off and I kept going in every day to Kerelaw to see Mrs Mack who was the SVQ examiner. I went in everyday and I blitzed it. Then everything collapsed and folk were getting sent home and I was one of the ones who was sent home. When I went up to Glasgow to work, I said I'd completed my SVQ and it was all in Kerelaw and all the paperwork was missing. I did the paperwork again. I can't remember the lass's name in Brook Street and I explained it to her as well. I took another week off and came through to Glasgow and blitzed it again, just to get it done.

#### **Kerelaw, Stevenston, Ayrshire**

12. There was two parts to Kerelaw, the residential school and the secure unit. I never had anything to do with the secure unit. I think I was up there maybe three times and that was visiting one of the young people that was my key kid that I had to take up because a children's panel said he had to go up there.
13. The residential side was made up of four big units, Millerston, the one I was in, was the largest as it had an annex for day kids. I can't remember what that was called. The woman who ran it was called Mrs Mack and she was the SVQ woman. The school building was just across from that with the main offices. I think they were built in an L-shape.

14. It was made up of high tariff kids who were always getting sent through from residential units in Glasgow. I can't remember the names of the units and it was because they couldn't handle them anymore. The day unit was mainly local kids.
15. We were working under GIRFEC then and that was all about attainment for school kids, giving them an education and it came about because of the Skinner Report. GIRFEC stood for Getting It Right For Every Child. It was about giving kids a structure and procedure and I thought it was quite regimented. How GIRFEC wanted things done was how it had to be done and we couldn't diverge. Skinner's big idea was to reduce the size of units. These days we now use the word 'house' rather than unit and that's because we are now working under 'The Promise'.
16. GIRFEC was already in place before I went to Kerelaw. Skinner wanted to reduce the unit to four children which was a great idea because when I went on to work in Glasgow it did reduce. GIRFEC introduced the idea of needs led care rather than corporate led care, but we were still corporate parents.
17. I don't think the high tariff kids were sent to us by children's panels. I didn't know until Kerelaw closed that there was external management and I think it was them who were sending the kids to Kerelaw. I can't help comparing where I work now with things in Kerelaw. Now, my service manager gets a phone call saying a kid is traumatised and has injured people. Now, they would send folk round and pack up the kid and take them to another house, or what used to be called a unit in the past. Back then, they would just take them down to Kerelaw and it was as easy as that, as long as there was a spare bed in a unit.
18. The kids from Glasgow were coming into the open unit. My first impressions of Kerelaw were good and morale was high. I enjoyed it at times. There was good camaraderie, there were nights out and people enjoyed themselves. It was a good place to work. People were friendly and willing to help each other. If there as a phone call from another unit because there was a trauma or a crisis situation you would go and assist. It was the same when people were short staffed and there was a phone call to your

unit and whoever was on shift would phone people off shift to come in because somewhere was short.

19. I generally stuck to either Millerston or the other boys' unit that was called Fleming. I think the units were named after Scottish inventors. I think another unit was called Baird and I can't remember the other one. The attitude of the staff to the kids when I arrived was everybody got on and there was a strict regime, but fair. It was all about structure, go to your bed early and get up early so you're ready for the school day. Make sure your clothes and that were in order and get a shower. Much the same as today, you'd go and knock on their doors to tell them it was time to get up and breakfast was ready or ask what they wanted for breakfast.
20. The staff were corporate parents and we had to keep distance barriers. They were the kids we were looking after. It's not like The Promise now with that warmth and nurturing. We weren't nurturing, but we were caring and there was a barrier. We were corporate parents. That was difficult for me coming from a placement, because it was all wee kids I was dealing with there and at the college as well. Then I started working with teenagers that were involved in gang warfare with each other. Kids from Cardonald were still fighting with kids from Maryhill and they were getting put in the same unit. There was that barrier and you were always stepping in somewhere to calm down things. We were caring, but not so much on the nurturing side, I think. We were corporate parents.
21. I was a key worker at Kerelaw. To me it was all about advocating for a young person, making sure files were up to date, talking to the young person in crisis and having problems. I showed them a better approach to solving problems. Later on it became more about 'positive' approaches to solving problems. Now we refer to PPB, 'Promoting Positive Behaviour'. Back then, it was about TCI, 'Therapeutic Crisis Intervention'. That was creating a plan so you didn't get in the same cycle of trauma and causing damage.
22. I can make a comparison between how things are now and how they were when I worked in Kerelaw. That kind of thinking is coming back in now because the violence

in children's houses in Glasgow is through the roof. There's violence in response to staff procedures being put in quite a lot and there was one incident recently when the whole staff team was moved out because of one kid. It's getting ridiculous and it's coming back round to Kerelaw. I'm only realising that now.

### *Structure*

23. When I first started in Kerelaw my line manager was either <sup>HQQ</sup> or <sup>FSY</sup> <sup>FSY</sup> or <sup>KBT</sup> or Shona Kelly. The two men were seniors, <sup>KBT</sup> was a depute and Shona was unit manager. There was a bit of movement and I ended up with <sup>KBS</sup> and John Muldoon was somewhere in that too. He was definitely the last one. I had a few line managers.
24. <sup>SNR</sup> was <sup>LEF</sup> and another man with whose name I can't remember. I think Shona Kelly was eventually just below them. She was well respected and had loads of qualifications. Below them were people like John Muldoon, <sup>KBT</sup>, <sup>EUL</sup>, who became a senior, <sup>HQQ</sup> and <sup>FSY</sup>.
25. I was never involved in recruitment of staff. There were job creation schemes going on and I think we had a few from job creation, but I don't think they were working in key worker roles. I think they were mainly maintenance in the grounds. I can't remember them in the unit. I didn't have to manage any staff in my role. The only management role I would have would only happen if I was duty officer for a particular day.
26. There were policies in the manager's office. I'm referring to what we have today, there's policies on health and safety, climbing ladders, fire precautions register, safe handling. There had to be policies on the care of children, but I can't remember.
27. We had a policy that if kids came back from home leave or if we knew they'd run away and they didn't have money and they came back under the influence we'd suspect them of having unknown substances. We'd do searches on them for drugs. I can't say if there was a written policy but it was the instruction. I can't remember who the

instruction came from. I've had so many seniors and unit managers and I think if was from day one we were doing it.

28. I can't remember any policy on child protection.
29. If a kid wanted to make a complaint against a member of staff, staff could help them. If the young person couldn't write it you would do your best to write it for them in their words and then read it back to them. They'd sign it and you'd sign it and then it went under the manager's door, I couldn't say where it went after that. That's the same as the VIs or Violent Incidents, under the door, as well as health and safety reports under the door and where they went after that I can't say.
30. If you ever wanted to take down a wall, that was no problem, the place was re-configured I don't know how many times. They would be happy to take down a wall or take out a window and put something else in. That wasn't just in Millerston, it was all over the school. Getting money for that was easy.
31. I don't remember any discussions in staff meetings about child abuse or abusive behaviour towards children and any guidance on how to ensure it wasn't happening.

#### *Staff*

32. I don't know of any staff who lived on the premises. There was a house up at the top, but I couldn't say who stayed in it. It wasn't just staff who worked in a residential unit who had access to the unit. Staff from other units could enter my unit. The staff in the secure unit didn't come near the residential side of it. I can't remember anybody doing overtime in our unit from secure.
33. The night shift was completely separate from the day shift staff, unless somebody was doing overtime which I don't think ever happened.
34. There were four staff, three key workers and a senior, and ten children in each of the four units. During the day it could be more because of the unit managers. They were

always about, Shona was always about and so was <sup>KBT</sup> when she was unit manager. As was John, but during the day, not a back shift or night shift. I did back shifts and day shifts. I never did night shifts then. There was a separate night shift team.

35. In my unit there would be three staff and one senior at one time. It did drop down sometimes and towards the end it dropped down so often they were bringing folk in from other units and you knew towards the end there was something not quite right. You felt as if you were under a microscope all the time and you were feared to step in the wrong place because you felt it was being documented. For me, I believe <sup>HRZ</sup> <sup>HRZ</sup>, <sup>HRZ</sup> and Jackie Hutton would document everything. It wasn't just me, you just didn't feel comfortable in their company.
36. Mobile phones were just coming out then in 2000. <sup>HRZ</sup> and <sup>HRZ</sup> were in my unit and I'd be on shift with them and I hated that because they never did anything at all. They were on their mobile phones and they were telling me they were only talking to Jackie in the other unit. There was a lot of work to do and those two were away on their phones. It wasn't nice at all. That was towards the end of my time in Kerelaw.

#### *Children*

37. I would be key worker for, I think, two kids at one time. Back then there was ten kids in each unit. We had the day unit attached to Millerston. I did the violence reduction training programme and I excelled at that, so much so that they set up the programme in Millerston. I did that with <sup>HOO</sup>. It was fairly successful I think. We also invited three young boys from Fleming and three from ours so there were six in the programme. There was a specific place in Millerston for us to do that. That was our project room.
38. Gary Bryce, one of my key kids, wasn't very good academically, he was going up to school and causing problems for all the other kids. Now I understand from having read the other Inquiry statements that he had ADHD which wasn't diagnosed for him back

then. He couldn't deal with school so I set up a work training programme at Kelburn Country Castle and it wasn't just Gary, there was other kids involved. They were building new byres for pigs and making bridges for the walkways and clearing pathways. They were getting the proper safety gear and boots. They used some heavy-duty tools as well. Unfortunately, Gary couldn't cope with that and I had to cut him back from that programme. It was mainly me who set it up just to give Gary some skills. He was fourteen or fifteen at the time. That was about attainment for a kid who wasn't skilled academically.

39. I very rarely saw the man I referred to in paragraph 24 above who I did not know, but he was in charge, and the only time I can say I saw him was when Gary Bryce was running amok. There were gangs coming down from Glasgow to get hold of Gary Bryce. It got to one stage when there was me, <sup>KBP</sup> and on shift one night in Millerston. I can't remember who the senior was. We stood in the door while the rest of the kids were upstairs and terrified because this guy from Glasgow had come down and he was notorious as a hardman. He came down with a squad. We told them they needed to move on and they weren't taking that. I'm sure they threw something through one of the doors.
40. Gary was inviting problems like that because he was seeing one of the lasses up at the girls' unit. I can't remember her name. He was going up there as well and causing chaos and disruption for them. There was a regime and structure of trying to get kids into their beds early to get up early. They were in bed for 9:00 pm and for a fifteen-year-old that was unbelievable now. It seemed alright then because that was how the structure was. We were constantly trying to get Gary to come in and he was running away. He was going up on high roofs and putting himself in danger.
41. Gary was absconding from Kerelaw quite a lot and causing chaos in the local community. There was a local football team called Ardeer Thistle made up of volunteers. They spent a lot of money doing the place up. Gary took a lot of the kids from Kerelaw down there and they wrecked the place. There was one time, he referred to it, the helicopters were out looking for him. They'd all run away en masse and caused chaos down the bottom end of Stevenston at Ardeer, and then at a caravan

park nearby. From there was a bridge and they were putting themselves in danger because there was a high wind. The coastguard was brought in to try to get them in to try to get hold of Gary who ended up in the water. The way it was described to me was, the helicopter came in and did that and blew him back in and the police got hold of him. He was putting himself in a lot of danger.

42. That was when a decision was taken to put Gary in the secure unit. I took Gary up to secure, I think, because the panel had said he was to go into secure. I might be wrong now I think about it and it might have been the man with the white hair who made that decision. He made those decisions sometimes. He had that autonomy.
43. That was the only time I saw the man I believed to be in charge. He might have been in other Kerelaw units. Gary actually became a high tariff for Kerelaw. The whole local community was focussed on Kerelaw. Kerelaw had been there for years and was seldom in the local papers about it. Now it was in the news regularly.
44. The man I believed to be in charge went away with Gary and walked him around the whole school one time as well which was unheard of for this guy. I never saw him with a kid apart from Gary.
45. There was a massive turnover of kids at Kerelaw. They would stay maybe six months to a year. If they had managed to turn things around and gained some attainment and wanted to attend school or maybe going back to their families, I don't think anybody ever went back to another unit in Glasgow. I think they always went home. That decision would be made through the children's panel and using statements from us.

*First day*

46. I can't remember what my induction training was like at the start in Kerelaw. It probably did happen, but I just don't remember it. I don't remember having any initial training when I started work there. There was a training room up in the school, I don't remember going in there for anybody to sit me down and say this is what has to be

done and me being asked to complete forms. I was probably taken in on my first day and told this is how the unit works.

### *Mornings*

47. The kids got up early and I think we'd start getting them up around quarter to eight. As you got to know the kids you knew who was quick to get up and who was slower. You'd try to get the slow ones up first just to get them in showers because there wasn't a lot of showers. They weren't all in suites then either, it was just a long corridor.
48. The kids had their own individual bedrooms. I can't remember if the doors had locks for keys in them. Now they all have keys, but I can't remember what it was then. In their bedroom there was no telly or computer. They had their bed, some personal stuff and a couple of posters. They eventually made a telly room upstairs in the night shift staff office and built a cupboard for sweets. That was one of the projects that if you wanted to take down a wall that was done quickly with no bother.

### *Mealtimes*

49. We had cereal in the wee kitchen and I can't remember if the big kitchen was open then and if the cooks made breakfast or if we ate breakfast in the unit. At lunchtime they came down from the school and the cooks in the main kitchen made the lunch with two choices. If they didn't like that food we could take them through to the wee kitchen in the unit and ask them what they wanted to eat that was quick.
50. We definitely made suppers in the unit. That could have been sausages and we'd buy curry sauce and it was really easy to make or it could be chips from the local chippy.
51. Every time we went out and when you went out you tended to stay out as long as you could to give them a good run, especially in the park, and you'd maybe stop at a chippy on the way back. If we weren't stopping for food on the way back they'd ask us to make them something for coming back in and we'd always pre-plan that so it was

waiting for them coming in. It was a big thing that they had to be in bed before the night shift came in. It was a regimented structure.

### *Washing and bathing*

52. The kids were encouraged to go for a shower in the morning. They could have gone at night if they wanted. It wasn't compulsory. The facilities weren't en suite like now, the showers were up the stairs. There were maybe four or five showers. There were curtains round the individual cubicles. I think you would stand outside to listen, but we never went in to supervise.

### *Clothing*

53. Kids wore their own clothing during the night. I think there was a new head teacher who came in, Mary Dawson, I worked with her at my placement and when she was there she introduced a school uniform and I'm sure she tried to initiate a school uniform in Kerelaw. If they didn't have it on they got sent back to the unit and that caused a lot of conflict because they need an education and they needed to have a uniform on. There was a lot of to'ing and fro'ing and it caused a few battles.
54. The staff in Kerelaw didn't have to wear any uniform and we just wore our own clothes, and that's never changed. I think that's a good thing. During summer you weren't allowed to wear shorts even if it was roasting hot. There was no reason given. When I first came up to Glasgow they said it was because you could be going to a children's panel at any time, but there was only six kids and things were more planned so I didn't understand it. That's how it changed that we could wear shorts when I worked in Glasgow.

### *Leisure Time*

55. On a shift I'd load up the van with kids and, I was on with <sup>KBP</sup> [REDACTED] quite a lot, we'd go down the seashore quite a lot. Ayr Park was a favourite, but that was a nightmare run especially in winter. It was good because the park was empty of local

kids so our kids had the whole run of it and it tired them out and they ran amok. I'd run a football team in the past so I was taking a squad of boys to train with our boys. Two of the Kerelaw boys joined the team, it was good. The kids loved it, but there was a wee bit of rivalry between Glasgow and Ayrshire and it wasn't a good mix so I had to stop that as well. Some boys I would still take along to football because they were keen to go. If there was just one or two there wasn't a problem but if we went en masse it would cause chaos.

### *Trips and Holidays*

56. They didn't get taken away on holiday. There were sometimes day trips. Going swimming was one trip that was popular because of the diving board. For me <sup>HRZ</sup> [REDACTED] <sup>HRZ</sup> [REDACTED] never went anywhere with any kid unless it was only one kid. She said in her statement she took four kids in her car. It never happened, it was one young person she took out at any one time and she was away for hours. In my opinion that was to get away from the place because she was lazy. When I took them out I used the unit van because it was a group of boys. I was getting them out of the place and taking a ball with us. Ayr Park was a favourite, especially night time in winter and they could run around and not bother anybody. <sup>HRZ</sup> [REDACTED] would never drive the unit van, it was always her own car and she was terrified to drive the unit transport.
57. In summer holidays we managed to get the majority home, maybe for five days or the weekend. That was our focus to get them home and build a relationship with their family. That was the end goal. The rest of the summer holidays we'd take them out swimming, just daily activities for three or four or five hours at a time, depending on your shift and who else was on. Sometimes on back shift you'd just take them a run out in the van. We took them to swimming in Dundee and that was a good one for a day trip.
58. When I took them out I'd take as many boys as I could, it could be just myself. There weren't any guidelines on the ratio of staff to children on trips out. It was what you were comfortable with and your relationship with the young people. There were no guidelines on one staff member taking just one boy out on a trip.

### *Schooling*

59. After breakfast they'd march up to school for 8:55 am. The school was in the separate L-shaped block. There was maths, English and joinery. Attainment was a big thing for GIRFEC back then.
60. I was involved in the project of progressing wider achievement for the kids. I just presented my plan to management. With regard to the plan for Gary Bryce I went to John Muldoon and maybe <sup>EUL</sup> and <sup>FSY</sup>. You have to start somewhere so I started there and built up. I asked people their opinions about a boy who wasn't doing well at school and was causing chaos and assaulting other kids. We all knew he wasn't any good at being in school and looked at his past record.
61. I asked if I could try something different with him and phoned Kelburn Country Castle to put together a work plan. I was going to try local plumbers as well, but Kelburn was the one that said yes right away. They agreed I could go ahead and try it. The problem was I needed safety gear and I asked if I could get funds authorised for buying safety gear. I also need some sort of reward for them, so could I get fags and get their lunch while they're out and take them for McDonalds after they'd finished work. That was all agreed to.
62. It was the same with the violence reduction programme, me and <sup>HOO</sup> went to the unit manager, I'm not sure who it was at the time, and presented the plan. We'd done well with it and we'd done the training with an outside agency and had to progress with it and why waste that training. They were training us to deliver the programme. The guy who trained us piloted lots of stuff that came through from Cornell University in the US. This guy set up a company to deliver this and one of them was the violence reduction programme. We'd need an incentive and it always came back to cigarettes and food or sweets and some kind of treat. That worked as well. I had no problems getting anything off the ground.

### *Healthcare*

63. If someone was unwell on a trip you'd have the first aid kit with you or you'd head for the nearest A&E. In the unit you'd use the first aid kit and go to A&E if necessary. Now you're in particular catchment area for a particular GP surgery and I don't think we had that then. I can't remember if we used a local GP in Stevenston. There was no NHS 24 then either to phone, so we must have relied on A&E.
64. I don't think we were associated with any particular dentist surgery. I think we used the dental hospital in Glasgow.

### *Work*

65. They were expected to tidy their own bedroom and that was about it for chores. If they wanted cigarettes or to go out on a trip somebody would run about with the hoover or with a mop. It was superficial. For after school there was board games in the unit, a pool table, table tennis, but nobody ever played it. I wanted them to get outside and not hang about inside and cause problems for themselves or other kids. There were rivalries between different groups of boys from Cardonald and Maryhill or Springburn.

### *Christmas and birthdays*

66. Kids' birthdays were acknowledged. Birthday cakes were given and happy birthdays were said and presents were given, but we never put banners up. I don't organise things like that for my own kids. In our houses now there's a lassie in Glasgow, and they put banners up for her, but it's not my thing. There were no banners or anything put up. As a comparison from then to now, it was regimented and structured and had routine, back then birthdays were celebrated but there were no limousines and that. It wasn't a thing back then. I can see on reflection it did look as if we were uncaring but it wasn't, it was just the way it was.
67. We certainly celebrated Halloween, Valentines and Christmas. We organised a Valentines disco and it was always in Millerston because we were always the ones

making the invitation to come down to us. The lasses came down to us as well. There were relationships between the boys and girls, they were teenagers. We supported it and it was going on anyway. There was a big forest round about the school and they were absconding in there all the time. They went down to Sandylands and they were breaking into caravans.

#### *Personal possessions*

68. Kids got their pocket money in cash. They don't have to sign for pocket money now and that's a big change, you used to have to sign for everything. They'd sign for their pocket money and it was given out. They signed if there were any deductions and what the deductions were for as well. They could spend it on what they wanted. We'd take them out to the plaza or whatever they wanted to do. If they were going home they'd get their travel warrant and they'd get their pocket money and away they went.

#### *Visitors*

69. I think the young people had regular visits with social workers. Maybe that was once every eight weeks, maybe even longer. Sometimes you felt as if it was a case of out of sight and out of mind. The young people were in Kerelaw and they were safe and as long as there were no issues they were left alone. I can't remember how good the communication was with social work because it was done by phone calls and not emails. You'd try and ring social work and the phone was ringing and something would happen on the unit and you'd have to put the phone down without speaking to anyone and you'd forget to try to make the call again. Communication wasn't great then.
70. If one of the young people wanted to contact their social worker they'd come through us. We'd take them through to the back office and sit with them while they were phoning. They wouldn't get the privacy otherwise. If there was an issue with a young person in those days, the staff tried to deal with it themselves rather than contacting social work to come in as we couldn't get hold of them on the phone quickly enough. Now it's easier to get hold of social work by email and the social worker gets to know everything in real time.

### *Family*

71. Parents could come in to visit their kids. It didn't happen much. I couldn't say the reason for that. Now we have the autonomy to phone parents and go to visit them, but back then we wouldn't have thought of going to visit a parent. It would mean organising shifts and it would be chaos. We didn't have autonomy as a key worker to make that decision. It had to be the social worker who visited parents and they would have to organise travel passes.

### *Inspections*

72. For me it should be the most regulated service there is. The Care Commission came in and the Fire Service came in to inspect the place. The Fire Service would go round to check all the doors and fire procedures. The Care Commission came in and looked at all the policies and procedures and maybe looked at a couple of case files and checked to see if everything was in order with them. They spoke to the staff and I can't remember if they spoke to me back then. I can't remember if they would have spoken to the children in those days, they definitely do it now.

### *Review of care/placement*

73. Children's panels were held in Bell Street. They weren't held in the units at Kerelaw, I can't remember that ever happening.

### *Concerns about the institution*

74. Towards the end there was indications that we were spied upon, because that's the way I felt. That was from other staff in the same position as me, not from management or from external management. Later on, in hindsight you get to realise there was concerns from outside agencies. I didn't know that until the day I was suspended. All of a sudden an external manager turned up, John McKearnan or McKellan, I don't remember his name. That's when I first found out there was external management for

Kere law. Bill Adams was mentioned as well and I only remember that because I think it's in <sup>HRZ</sup> [REDACTED]'s statement. There was talk of the Care Commission and folk were looking back at old Care Commission records and it always got good reports. Folk didn't know what was going on because the place always looked alright. That's the only thing I remember.

75. There were other investigations into other people. <sup>KBP</sup> [REDACTED] is a friend to this day so I know about <sup>KBP</sup> [REDACTED], <sup>KBS</sup> [REDACTED], John Muldoon and I think <sup>KBT</sup> [REDACTED] may have been under investigation. I can't think of anybody else. <sup>KBP</sup> [REDACTED] went back to work in a similar fashion to me. John Muldoon got jailed.
76. For me, I can't remember the names of the children who made the allegations. I don't know if the child's parents were informed. I'm not aware of any guidelines that said the parents had to be informed of an incident towards their child. There is nowadays.
77. I didn't ever receive any complaints of abuse from kids that asked me to help them with it or take it to the management. I did get complaints about food or wanting their own bedding. I got complaints of that nature. I'd write it down and put it under the manager's door. That was the whole process. It wasn't written down that that was the process. it was just the done thing. If it was a complaint about abuse I would log it in the log sheet and the comms, 'complaint from X' and put it under the door.
78. Children could approach anyone they wanted if they had a problem, it didn't have to be their key worker. There was no restriction. I can't say that was a regular talk with a kid just coming into the unit. I think after they'd been in they'd recognise it because they'd seen other kids doing it. When the kid initially came in I would tell them I would be there to advocate for them and to do their written paperwork, make sure their records were up to date, make contact with social work and family if need be and liaise with teachers and any other agencies. We had a guy called Joe Mee and he was a psychologist and we could contact him. I had two boys over the years who used to see him and I knew Joe Mee because of these two boys. He wasn't attached to the school in anyway and was independent. He wasn't necessarily the only psychologist the school would use and maybe the social workers would find someone.

79. We used to travel up to a place called HALT that was based out in Bridgeton at the Templeton Business Centre. I can't remember what HALT stood for. We didn't have CAHMS then.
80. No kids raised any allegations with me about physical assault.
81. I got a credit on my HNC for naming abuses such as financial, failure to thrive, sexual, physical and mental. There was something written down at Kerelaw about abuse that applied to the treatment of children, but I couldn't name it. It would be kept in the manager's office. I can't remember how I was made aware that it was there. I can't remember any changes to that policy on abuse that were brought to my attention at any time.
82. We had staff meetings every Tuesday. All of the day shift would be there with the back shift as it was held at a time when the back shift would be on as well. All the seniors would be there and the unit manager. The man with the white hair wouldn't be there. <sup>LEF</sup> came in occasionally. He <sup>SNR</sup> I can't remember his job title. I don't know the title of the guy with white hair. There has got to have been discussion about what was abuse, but I can't remember it.
83. I didn't see behaviour that I considered abuse taking place at the institution. It could have been hidden, definitely. There was a policy there on child protection and in the manager's office but I can't remember any discussion about it. If anybody made a report of abuse the procedure to protect the child, as an automatic response the staff member would be removed, suspended or moved to another unit. Young people were never removed for that reason that I can recall. From the VI side of things there was discussion around that about how to reduce the instances that VIs have got to be done. The violent incident would be discussed and how to deal with that in a home group setting. Everybody would have an input. I don't remember it being recorded in team staff meeting minutes. If there had been a discussion around that, I don't recall it being written into the comms book either. There might be a note of 'such and such's VI was discussed' that would probably be the way it would be recorded.

*Discharge/Life after Kerelaw*

84. When it came time for the young people to be leaving there was a lot of factors that came into the timeframe for them leaving. It could be that the bed in Kerelaw was needed for someone else and that was a big issue. If that bed was needed for somebody else who was higher tariff that expedited things for the kid that was already in the bed to be moved on more quickly. The main criteria were the timeline for the social worker and the need for the bed.
85. I don't know who would decide which kid needed the bed the most. I don't know if there was Placement Services then like there is now. I don't know if the decision was made there or if it could have been the guy with white hair who was in charge of the place, or the unit manager and maybe a combination of them and the social worker then being told we were moving a child on.
86. When the children were leaving they went via the children's panel as that was the procedure. Support would have to be put in place, not as much as there is now. The social worker would have to put the after care in place. I don't know who else would be involved in that. As a key worker, if there was an opportunity I would offer guidance on how the young person could be placed back at home. Usually the child was gone in a couple of hours. I would try to encourage the young person that they were doing well and it was a positive move to go home.
87. They could have gone to some supported young adult accommodation, but it was never back to another children's unit. The social worker would be the one to help with that transition. We would transport the child and support them on the journey. Now, with The Promise they have the Lifelong Links and we didn't have that back then. Lifelong Links is one of the greatest things that's come out of social work and you can still keep in touch with the young person. You were discouraged from doing that back then and once they went out of the door that was it.

88. I've met a few folk over the years, there's a boy, [REDACTED] who was in Fleming unit next door. He was causing problems so he was brought into Millerston and I was his key worker. I had a great relationship with him. He was one of the boys I took to Kelburn with me. He wasn't there at the same time as Gary Bryce. I built up a relationship with him. Years later I met him in Easterhouse social work and his life had changed and he had a family, but he was still involved with social work because he didn't know how to budget and things like that and he was having difficulties. He was so happy to see me and have a chat with me. I was there for a children's hearing for a lassie I worked with [REDACTED]. We spent ten minutes chatting. I regret to this day I didn't say to him I would meet him after.

*Discipline and punishment*

89. With regard to discipline or punishment of children, there were always consequences and rewards. Then you could withhold pocket money, I think we could take two-thirds of their pocket money for damages. Then there were rewards like taking them out for a treat, ice creams and things like that. It wasn't written down for the kids to see. Now it's a big thing and it's called 'key-time'. The focus wasn't on recording the good work, it was recording the negatives so you could justify what was happening. That's the way I understood it. They might get pocket money stopped for not tidying their room and that's still an incentive now. There was another bit of controversy, because if they weren't doing well at school, some folk wanted to withhold pocket money. I thought you had to keep things separate between the unit and the school.
90. The kids in the unit might be punished if they didn't attend school then they wouldn't take part in the activities that evening. We'd always try to have an activity because it would be an incentive to get them to go to school. I think sometimes if they were all going in the tv room and there was a video being shown they wouldn't be allowed to watch the film if they were disruptive during the day. We didn't always tell them if there was going to be an activity or what it was. They just knew from the back shift that there was going to be an activity at night and they knew they wouldn't get to do it if they didn't go to school. There was somebody who went to judo classes and someone else who went ice skating in mid-week. So if they didn't go to school they didn't get to do

their activity. The weekend would be different as we wouldn't take away weekend activity for not going to school.

91. There wasn't any physical discipline like slaps or kicks. We had autonomy to decide what punishment or discipline to give out because we were the day shift or we were the back shift. The night shift did it for themselves and they didn't have to make any check with seniors. The kids got an explanation when they first came in that there were rules and this is what would happen. There wasn't a manual for them to sign or to tell them what was happening. If they were punished that should be written into the log. Sometimes that was written by the person who gave out the punishment and sometimes it would be someone else who wrote it out and that was because we were so busy. Sometimes it would be written down retrospectively if you'd been off for a couple of days and came back to work and then wrote it in the log. That was the same with VIs and they were sometimes written out retrospectively. You would try to get them put in quickly when it was fresh in your mind, but it wasn't always possible.

#### *Restraint*

92. When my key kids first arrived at the unit I'd speak to them to explain the rules and discipline and what they could be punished for. I think it was one the most ominous things for kids when they first walked in. Everybody had heard stories about Kerelaw and we were there to dispel some of those myths in a positive manner. There was a policy of TCI and you had to tell them that because it was a daily occurrence. Even if it wasn't them who was being 'held safely', which is what we call it now. We called it 'restraint' in those days and now it called 'safe hold'. It was traumatising seeing somebody else being held safely. You had to do it and it was happening all over the place with high tariff kids who could be violent. There was a lot of safe holds.
93. As for other punishments, that wasn't a punishment, they were told it was a therapeutic way of dealing with unsafe moments. The only way that would happen was if you were wrecking the place or if you were a danger to yourself or somebody else, and that was when you'd be held safely.

94. There was training in restraint given to staff, but it wasn't updated often. I think there was meant to be a refresher every six months, but that never happened. You got it once and maybe every year if you were lucky. When I initially went to work there I can't remember when I got my training. I'd had training in other places. That training was really good because you could talk kids down while you were holding them. It was a safe hold as a child hold and it turned into a cuddle. You had your back to a wall and they were between your legs and e hold them and they'd end up with their back against you and it would end up into a cuddle. You were talking them down all the time. That was the way I was taught.
95. Then the TCI as well towards the end of the restraint, as we called it back then and not now. If you felt as if things were calming down then you would talk to them to re-assure them things are calming down and give them wee instructions. Then you go into a base level you knew they were at and you knew everything would be alright if they got up.
96. In Kerelaw there were at least two staff involved in a restraint. I think the insurance was for children between the ages of 12 and 17 so there were always two staff. Some of them were really big boys. Sometimes, but not often, there would three staff and the third one was standing by. You had to be careful if there was someone standing by as that's no good for a young person being restrained and having an audience. There weren't any guidelines for dealing with a restraint if there was somebody standing by. You'd tell them to get out and sometimes without speaking by using your own head movements. That would be to other staff until you were sure the kid was at base level and you could talk to them. Sometimes you'd be gesturing with head movements to other kids to get them to move away.
97. In Kerelaw, I don't know much about the school but in the units it was just 'everybody move'.
98. There was a written policy on restraints and it was kept in the manager's office, plus you were given a TCI handbook. Everyone was issued with one. We don't get that

anymore as it costs too much money to print off. I'm not sure when I got it, maybe I got it when I was in my placement.

99. I didn't see excessive restraint being used on children in Kerelaw. Sometimes it was challenging because the kids were so strong and it was hard to keep them down. If it was challenging you'd maybe look for a third person to come in and relieve you and take over, not a third person to help you in the restraint. There wasn't any change in the guidance around restraints when I was in Kerelaw. It changed when I went to work in Glasgow and it became known as PPB and safe holds.
100. There were other methods and it didn't have to be a restraint. You had prompting. There were other parts of TCI you could use before you used restraint. Restraint was a last resort. It would only be used because of other criteria.
101. Holding a kid in a cuddle is for five- to ten-year-olds. You put your back against the wall and held them nicely. They would be flailing all over the place. They would burn themselves out. That was just the way you held the kid and that was young kids. For the older ones it was a 'take down'. I think that's what they called it then. There was a staff member at each side and you take the child's hand and you push them down from behind and guide them down. Hopefully they complied and they went down themselves. Their hands come out to protect themselves the way you held them. Then you got their hands to the side and the lead person took the two hands and tucked them into their upper torso and held them bent forward in an arched shape.
102. When they were on the ground they'd bang their head and we were always told don't ever put a cushion or a pillow under their head. Just let them bang their head, that's all you could do, otherwise it could look like you were trying to smother them.

### *Records*

103. If I was duty officer for a particular day that would involve allocating tasks like doing the meds, it was straightforward like who was doing the logs. Doing the meds then

was quite similar to now, you were counting all the meds and checking who had their meds. It was administering the meds, giving them out to the correct young person. There was a record kept.

104. There was also a record of our controlled drugs as well. I wasn't impressed with the medical records, I can't remember why. I referred back to the stuff from somewhere else I had worked which was far superior. We didn't have copy and paste back then. We had a piece of white paper and cutting out and that was our copy and paste. That's how we did loads of stuff in Kerelaw because we didn't have computers. I can't remember using a computer there.
105. I'd write a report of a kid was going to panel and if I felt they were ready to go home to their family. A social worker could ready our daily logs if they requested it. We wrote GIRFEC reports and they could read them. The daily logs have not changed much at all, there was a front page with an identifiable meeting, money provided, substance misuse, and bullet points for each shift. If there was something more about a bullet point you could turn the page and then there was a timeframe of when they got up.
106. If there was a violent incident or substance misuse there would be a note of the times it happened and where and what it was about. There was also a section for commentary and you'd go into more detail for that. You could turn the page and there was even more space to write more detail of you needed to. That was an individual record for each child.
107. There was also the comms book and that was our bible. Everything written in the logbook was duplicated in the comms book, and then you added even more detail plus you would add in details about work needing to be done, like 'the hinge on the door's broken'. To me, that's the book that would be given to the police if anything went wrong and that would be read out in court.
108. Each child had their own separate case file. The key worker was in charge of the individual files for their key child. That would be looked over by the seniors and the

depute and if the unit manager wanted they could too. That would be accessible if the Care Commission was coming in.

### Leaving Kerelaw

109. One day I went to work as usual and [REDACTED] EUL called me into the office. I can't remember if John Muldoon was suspended by this stage. There was a few folk suspended before me so I knew something was going on. [REDACTED] EUL gave me a shout and he asked me for my keys and he told me I was suspended. When I asked him 'what for?' he said he couldn't tell me and he didn't know. After I gave him my keys he followed me to my locker and I emptied it and then went away. That was me suspended. I was suspended for about 18 months and sat in the house worrying and with nothing coming through and then it was coming through in dribs and drabs.
110. I was brought up to Glasgow and while I was still under investigation, John McKearnan or McKellan contacted me and said to choose an area I wanted to go to when I came back to work. I didn't know what he meant. I was confused about how I could be suspended and under investigation, going through a fact finding and John McKearnan or McKellan was still asking me to pick where I wanted to go. He showed me a map but I didn't understand it and I asked him where the M8 was and that helped me decide.
111. Then later on I got a letter from Glasgow City Council, they were my employers, explaining the suspension, the process of fact finding and after that there was a disciplinary procedure when I was given a final warning. There were four or five specific complaints. One of them was I used the word 'fud' and I was calling the kids 'fud'. That's a local expression in Ayrshire for someone who's being silly. Another one was inappropriate restraint. I admitted that but I don't know why I admitted it. , if it was It might have been just to get through the panel. I can't remember the other allegations. [REDACTED] HRZ was prominent in the complaints made against me. I never got anybody else's statement to say they were making an allegation.

112. I went to the disciplinary hearing and a lot of the things I recognised. I said 'yes' I did do it to several things rather than them bringing in witnesses. I needed to get the process over with. I was fully expecting to be sacked, so when I got the final warning the chair saw something in me and realised I'd turned things around and I'd recognised that there had been some the mistakes. I think there was a decision made that I could resurrect my career.
113. I was under supervision for a year after I got the final warning. I was sent to a children's unit in [REDACTED] and the unit manager was Kathryn Ritchie. She was there to monitor and record and report back weekly to a lass whose name I can't remember. I think she was called either Carol or Karen McCaig. I don't know what the criteria was that Kathryn Ritchie followed. She reported to the lass. <sup>HRZ</sup> [REDACTED] mentioned the name in her in her own statement.
114. I never got any references for any other job from my time at Kerelaw as I never decided to go anywhere else.
115. After GIRFEC we had SHINARRI which was really needs-led and it was all about the individual kid and what they wanted and what they needed, which was great. It touched on the Skinner Report bringing in smaller units. I can't remember what exactly SHANARRI stands for. It's something like, safe, healthy, active, responsible. That was another social work initiative that came after GIRFEC.
116. When I first came to work in Glasgow it was a six-bedded unit and they were all units of six, five and four kids. Now it's going to eight and it's not needs-led now, it's all about the budget. The bottom line is how much money you're spending and that's fearful. The Promise is a great thing, but you need to throw money at it.
117. After I left Kerelaw, I still stayed with Glasgow City Council. I've worked in [REDACTED], then I went to [REDACTED], then back to [REDACTED]. After [REDACTED] shut I went to [REDACTED]. Then [REDACTED] re-opened after it was re-built. It used to be a six-bedded unit and now it's back to eight-bedded units. That seems to be the programme they're rolling out now, shutting all the small units of four, five and six beds

and they've turned them into eight-bedded units. I'm not a fan, because we can't give the kids enough time.

118. They shut [REDACTED] and re-opened it so they were all going back there and it was eight-bedded unit and I didn't fancy it, so they gave me another six-bedded unit in [REDACTED]. Then Mairi Casey who was a senior in [REDACTED], got a unit managers post and she was asked to re-open [REDACTED] and she asked for me to help her. So I went and helped her re-open it and that was all the paperwork and I did some painting and decorating to get it all ready for the kids. So we got [REDACTED] re-opened. I don't like to stay in the same place for too long and then there was an opportunity to go to the new place, [REDACTED], and that was closer to where I stay. I've been there for between eight and ten years now.
119. They're all houses for kids with behavioural and emotional problems. In the old days when there was a place, the high tariff kids were sent to Kerelaw. Nowadays, when there's high tariff kids they're moved from house to house to house and that problem keeps following the same kid. That's how right now there's violence and staff procedures brought in my house just now for a kid who wrecked the place and injured some staff. I don't think there's a house in Glasgow now where there's not been a staff team that not been injured.
120. In my place, [REDACTED], there was six of us taken out in one night. It was so bad, one of the lassies, one of the night staff, got it bad. It was so bad she went on to work with babies in palliative care because of what happened to her. It's unbelievable. The problem is getting moved and moved and there is a need for somewhere for kids with high tariff. During the SHANARRI years, when it was all needs led, when there was a problem, a high tariff kid, they were put to purchase placements where it was two-to-one. We can't provide that in Glasgow. Where I am there's three staff to eight children.

## Awareness of abuse

121. I've never helped in any investigation of allegations against anyone else at Kerelaw. I have never been asked to assist any investigations previously I've not been involved in reports of abuse or civil claims of abuse at Kerelaw. I'm not aware of any police investigations into alleged abuse at Kerelaw, other than the investigation into John Muldoon and the teacher, Matt George. I have no involvement in those investigations. I just know both of them were tried together for sexual abuse and both of them went to jail for it. It didn't relate to any of the time I was at Kerelaw. It was historical stuff, before I was there. I've never had to give evidence at a criminal trial.
122. The only people I know of who worked in Kerelaw and were convicted of child abuse, were John Muldoon and Matt George. I had personal dealings with John Muldoon as he was my unit manager. I never saw anything that made me suspect he was abusing children. I never heard anything from anyone else that he was abusing children. I never had any dealings with Matt George, apart from maybe taking a kid into his classroom. I wasn't aware of him abusing any children. I didn't hear about him abusing children from anybody else. Since then I've only heard of him being on trial. I never followed the trial because it was bringing back my own trauma through it all and I'd put it all behind me.
- FSY [REDACTED]
123. FSY [REDACTED] was a Senior Residential Practitioner or SRP. He was in Kerelaw for all of the time I was there. I think he was in his late fifties when I worked at Kerelaw with him. He was an [REDACTED]. He came to my disciplinary hearing. I broke down when I saw him as he reminded me of all the good stuff that happened that I'd been involved in, including the two projects I've mentioned in this statement. He was a character witness more than anything else. He reminded me of the good work I'd done and I think that's when folk realised I was a good guy.
124. I saw him with children. FSY [REDACTED] was really good, he was fair minded, but strict like the rest of us. I remember an instance and HRZ [REDACTED] was involved in it. There was

a big boy, I can't remember his name, from Ayr. He came down from the secure unit to us. I can't remember what he was in secure unit for. He was a cracking big guy once you got through the violence and aggression and he got to know us a bit. He got a gym and this thing was like a Meccano set for a gym. It was massive. I can't remember if it was for his Christmas or his birthday. He was wanting it built. I was occupied with something else and [FSY] was upstairs. It was enormous.

125. [HRZ] was upstairs with him. That was fine. I think it may have been a weekend and everything was chilled. Then [HRZ] came down the stairs, just nonchalant saying 'Ah [HRZ], you'll be able to help, I think [FSY] needs a hand with something'. [FSY] was in the boy's room and I can't remember his name. I walked in the door of the room and [FSY] was lying on the floor with the boy and trying to hold him in a single person restraint which you'd never be able to do with this boy. I went in to assist. After it was over, [FSY] said 'where did she go?' I told him [HRZ] came down the stairs and told me to go up them. He said he'd been then for 20 minutes by himself and she'd just stood at the door watching what was going on and then ran away. Folk were fearful of working with [HRZ] because she would not join in with restraints. She was more watching you or spying on you, that's the way folk were feeling.

126. I would say [FSY] was just the same as the rest of us, using consequences and reward with the young people. I never saw him abuse children. I never heard about him abusing children.

[FSR]

127. I don't know the name [FSR]. I've no idea who that is.

[FSL]

128. [FSL] was in Fleming unit. He was a senior in there. He occasionally came through for a yap when things were quiet. Occasionally he would phone us to ask for support in Fleming if something was happening. He never saw him disciplining young people. I never saw him abusing children. I never heard of him abusing children. I didn't see

him working with children as he was a senior and in a different unit. He would come through to support us and that was a time of trauma, the same as us so I can't say I saw him working with kids.

IDE [REDACTED]

129. IDE [REDACTED] I think was in Millerston when I first started and then went through to Fleming. He was disciplined but fair, the same as the rest of us. Regimented and structured. That was the whole ethos. He was alright with children, he was popular and kids liked him. He was a wee Celtic man, so he was alright with Celtic boys. When I first got there, the place had to be painted because IDE [REDACTED] and a couple of other lads had green and white hoops around the rooms so it had to be painted. It was done before I got there and whether the weans had that choice, I don't know. I never saw IDE [REDACTED] disciplining children. I never saw him abusing children. I never heard about him abusing children.

130. Football colours and conversations around teams was all banter, a laugh and a carry-on, especially depending on who won at the weekends or who won the league. We would never have been encouraged to wear Rangers tops and things like that, the kids could wear what they wanted. I think they were allowed to get them for their birthday.

### **Specific allegations against you that have been made to the Inquiry**

*Gary Bryce*

131. Gary Bryce has given a statement to the Inquiry. At paragraph 62 of his statement, he has said "*I can remember going to the Children's Panel a few times. Ironically one of the times I should have been there was when John Muldoon and HIZ [REDACTED] took me to the secure unit and locked me in there.*"

I've already referred to that in my statement because I thought that was one of the times that the guy I referred to in paragraph 24 ordered that to happen. It wasn't a children's panel. I could be confusing it with something else, but I'm sure it was this

man, whose name I can't remember, that had the autonomy to move this boy. The boy was causing chaos and he was put in the secure unit. I don't know who was with me when Gary was moved to secure, but I know I took his stuff up there to him. Gary was walked up there and our hands were holding his arms just above his wrists, in case he ran away. I visited Gary maybe three times when he went in there. I don't know how long he was in there for. I don't think I was there when he came back down.

132. Gary Bryce has gone on in his statement to say at paragraph 63 *"I was put in the secure unit at Kerelaw by a children's panel to keep a lid on me. I was thirteen or fourteen when I went in there. It was ridiculous. My social worker remembers the day when the secure unit was recommended for me, even though I was at the panel for something else. Ian went to his manager about it to say they hadn't followed the correct procedure."*

I vaguely remember Gary's social worker and I assume he was the man called Ian referred to in paragraph 63. What is written in the paragraph could be a true reflection and the decision could have been passed down to the head of Kerelaw to enforce. Gary has said it was done to keep a lid on him and I think that means he was out of control.

133. Gary Bryce has gone on in his statement to say at paragraph 84 <sup>HIZ</sup> [REDACTED] *did a fair bit to me. His abuse was more vindictive. He would squeeze your hand, flick you in the genitals or pull your hair. It wouldn't just be when he was trying to restrain you, he would do it when you were walking down the corridor as well. I don't know how he could think that was appropriate."*

That never happened.

134. At other times, I withheld pocket money from Gary and never took him on a trip. I restrained him at other times and he didn't make any complaint about that to my knowledge. I never abused him. The passage of time has not affected my recollection of what he has alleged. I can't explain why he has said these things. There are lawyers going about letting young people know that if they were in institutions like Kerelaw that there is possibly compensation, and it could be that as an explanation.

135. Also Gary Bryce has tried to get in touch with ex-members of staff via social media, <sup>KBP</sup> being one of them. It's possible he's got in touch with <sup>HRZ</sup> and she's collaborated with him. If a child was treated in the way that he has described I would class it as physical abuse.

<sup>HRZ</sup>

136. I do remember working with her. <sup>HRZ</sup> has given a statement to the Inquiry. At paragraph 100 of her statement, she has said *"I encouraged <sup>KHY</sup> to make the complaint as he wasn't happy. He used to minimise everything and tell me that things in his family home were worse than Kerelaw. We'd come back from a shopping trip at Braehead one night and I'd ruffled his hair to straighten it and he said "Ow <sup>HRZ</sup> don't do that, my head's really sore". He told me he'd been restrained the night before. I'd not been told he'd been restrained. He told me the staff were battering his head off the ground. It was <sup>HIZ</sup> and <sup>KBP</sup> who'd done it. Those two were always up for a restraint."*

It never happened. <sup>KHY</sup> banged his head off the ground himself quite often when he was restrained, and not just with me but with other restraints. The passage of time has not affected my recollection. It definitely never happened. These things have been said by <sup>HRZ</sup> who was friends with Jackie Hutton, and Jackie Hutton came in out of the blue to observe what was going on and it was one of those occasions when there was an audience because I think <sup>FSY</sup> was in the room along with <sup>INM</sup>. So there was me, <sup>KBP</sup>, I think, restraining and <sup>FSY</sup> was there, <sup>INM</sup> was there and Jackie Hutton appeared. So there was too many of us. She was one of the ones who was spying on us. That's what it was with <sup>KHY</sup>.

137. He was not treated in the way described by <sup>HRZ</sup> with his head being banged off the ground. That would be wholly inappropriate.

138. <sup>HRZ</sup> has gone on to say at paragraph 110 of her statement *"When I first started working at Kerelaw it was made clear that restraints would be part of the job. After six weeks in the job the new starts were TCI trained. <sup>HIZ</sup> and <sup>KBP</sup> started working at Kerelaw at the same time as me and they were on that training course, but <sup>KBP</sup> been*

*trained by the prison service. When it came to the disciplinary inquiry into <sup>KBP</sup> and <sup>HIZ</sup> run by Carol McGaig they didn't lose their jobs. The Council said they didn't have the appropriate training in restraints, but they'd been on the same training course as me. <sup>KBP</sup> and <sup>HIZ</sup> didn't lose their jobs as they argued the Council didn't adequately train them. I didn't understand myself why Glasgow Council employed people who had worked in the prison service, such as <sup>KBP</sup>”*

It was possible I was on the same training course as <sup>HRZ</sup>. When we were given TCI training it was meant to be updated every six months but it wasn't.

139. <sup>HRZ</sup> goes on to say in her statement at paragraph 125, *“Another boy in my unit, <sup>KHU</sup> got restrained on top of broken glass from a window he'd smashed and his face was on the floor and pushed onto the broken glass. His face was cut and bleeding. <sup>FSY</sup> and <sup>HIZ</sup> were pushing his head into the glass on the floor. They were telling me to get out of the room but I got a brush and was trying to sweep the glass up so there was less to rub his face into and I could stay in the room to be there for <sup>KHU</sup>. I think he was in the process of trying to run away and I was told I was helping him by letting him steal his insulin.”*
140. I do not recognise the incident to which she is referring and no recollection of the events described.
141. As for the insulin, I wouldn't stop anybody taking their insulin. I'm 99% sure that's the one I admitted to in my disciplinary because we'd taken him down in the clear bay area. We did clear it, but not properly and that's how it was inappropriate. His face wasn't cut to ribbons, that's nonsense. If he was cut to ribbons he would have been taken to A&E right away to get the lacerations sewn up. It's been dramatised.
142. I do not believe the passage of time has affected my recollection of that event. Even way that it's described by <sup>HRZ</sup>, if that was true, I would not accept was abusive. It was justified because he was trying to put himself in danger.
143. <sup>HRZ</sup> goes onto to say at paragraph 127, *“There was a boy in my unit called <sup>KHV</sup>, <sup>KHV</sup> dad phoned earlier that day to say <sup>KHV</sup> had stolen his younger brother's PlayStation. The dad was planning to deal with it and speak to <sup>KHV</sup>”*

himself. I wrote it up in the logbook as I should. <sup>HIZ</sup> decided to restrain <sup>KHV</sup> himself and I had to be involved in it as I was the only other person there. He told the boy it was just as well his mum was dead as he was sure she'd be proud of him for being a thieving wee bastard. <sup>HIZ</sup> called <sup>KHV</sup> every name he could think of. <sup>KHV</sup> was a boy who couldn't read or write."

144. Then <sup>HRZ</sup> went on to say in paragraph 128, "In the restraint staff are meant to assess the child's breathing and check they are calm before you let them get up, and you tell them you're going to let them get up. While he was restraining him, <sup>HIZ</sup> was telling <sup>KHV</sup> he was going to ask him to count to ten but he couldn't count that far and he was an illiterate wee bastard. Staff are not meant to speak through the restraint until it's near to the end when you start to say they will be released. He slaughtered that boy and told him about the PlayStation being stolen when we'd been asked not to by the dad. The boy was crying and very upset. I was telling <sup>HIZ</sup> during it to stop speaking during a restraint when I was there."

This incident didn't happen. The passage of time has not affected my recollection of what has been alleged. Again <sup>HRZ</sup> didn't like me. If a child had been treated in the way she has alleged it would be mentally abusive.

145. I know the boy, the same boy who absconded with a lot of the kids from Kerelaw and to this day we still don't know. They came up the road and it's a long winding country road shouting my name and he was under the influence and had been cut from one side of the face to another. We don't know if it was a local kid that did it or one of the Kerelaw kids. He was screaming my name to come to help him and I was the one who held his face together while we waited for an ambulance to come to stitch it. This was in the disciplinary as well and I don't remember a statement from <sup>KHV</sup> regarding this.

146. <sup>HRZ</sup> has gone on to say in paragraph 130 "<sup>HIZ</sup> and <sup>KBP</sup> took a lot of pride in wanting to be the worst member of staff and would compete with each other about who was the worst. When certain boys came back from leave, I saw <sup>HIZ</sup> and <sup>KBP</sup> put on rubber gloves and throw the boy a towel to put round themselves and tell them to take all their clothes off and make them do star jumps in the unit managers

office to see if they had any drugs. I asked <sup>HIZ</sup> and <sup>KBP</sup> if they thought the boys were really daft enough to bring drugs in when there was a big field outside where they could hide them. I reminded them that they weren't meant to do that to the boys. I told them about the impact on the children and they told me to get lost and I was a 'know all'."

It was a direction we were given and I mentioned this earlier in my statement. I don't know if it was a written policy. That conversation with <sup>HRZ</sup> about the impact on the children never took place. If it had then how come she's not saying it about anyone else except me and <sup>KBP</sup>, <sup>EUL</sup> did it and all the male staff did it.

147. <sup>HRZ</sup> has said there was a worst worker competition. This is a big regret of mine that I didn't go to the Kerelaw Inquiry because during the disciplinary and fact finding that was brought up. I didn't deny it, the conversation did happen but it was in jest and it was in banter and I apologised. I was asked a question 'if you think, if this was harmful to any of the young people and if you thought it was harmful how did you feel?' I made my apology in my hearing, saying that was never my intention, it was a carry-on, a banter. Now, all the kids that were there in the smoke room at that time, there's not one of them that made a statement or made an allegation that was harmful to them. It was a conversation with a wee boy called <sup>IXI</sup> who said, 'you're the worst, <sup>HIZ</sup> and <sup>KBP</sup> was laughing and said, 'you think so' and then <sup>IXI</sup> said, 'you're the worst'. That's the way the whole conversation went. <sup>HRZ</sup> wasn't even there, it was <sup>IXI</sup> who was in the smoke room with us at the time.

148. <sup>HRZ</sup> has gone on to say at paragraph 131 "*I don't think this happened in the other units, just the one I worked in with <sup>KBP</sup> and <sup>HIZ</sup>. I had a friend who worked in another unit and I don't think searches like this happened there. I thought they must have brought this search in from their time working in prisons. To my knowledge, if you suspected a boy had drugs you'd get the police in.*"

There was no guidance regarding that. It was just an instruction we got and we carried it out. I can't remember who gave me that instruction. It could have been back at the beginning when Shona Kelly was there. I believe it did happen in other units, despite what <sup>HRZ</sup> said.

149. <sup>HRZ</sup> [REDACTED] has gone on to say at paragraph 133 of her statement, that *"I spoke to [REDACTED] who was in tears and afraid I'd tell her dad that she'd been talking to a Kerelaw boy. <sup>KHY</sup> [REDACTED] had tried to touch her body and she'd waved his hand away, but to her it wasn't a big deal. <sup>HIZ</sup> [REDACTED] and <sup>KBP</sup> [REDACTED] wanted to know what happened and were determined they would batter <sup>KHY</sup> [REDACTED] on my behalf to sort him out and I had to tell them not to. They then started to tell me what an idiot I was and making me feeling small. It took a lot of courage for me to stand up to both of them."*

I don't remember that incident. I have no knowledge of that at all.

150. <sup>HRZ</sup> [REDACTED] has gone on to say at paragraph 134 of the statement, that *"I used to speak to my friend Jackie Hutton who worked in the Fleming unit next door to the one I worked in. We were sharing stories of things that were going on and I spoke to her at the team meeting, during team meetings you didn't answer the phone and didn't leave the room. In Glasgow that doesn't happen. We were at the team meeting and John Muldoon was saying there was only three people in the room doing their job right. <sup>HQP</sup> [REDACTED] who was a female version of <sup>HIZ</sup> [REDACTED] and <sup>KBP</sup> [REDACTED] sat up looking proud and so did <sup>HIZ</sup> [REDACTED] and <sup>KBP</sup> [REDACTED]. <sup>HQP</sup> [REDACTED] used to kick the children in the shins and call them all 'mate'."*

I remember that conversation at a team meeting. I can't remember why we were the only ones doing our job properly. I don't know what the incident was that triggered that from John.

151. <sup>HRZ</sup> [REDACTED] has gone on to say at paragraph 135 of her statement, *"There was an older worker <sup>EUO</sup> [REDACTED] who was very friendly with <sup>HQQ</sup> [REDACTED] who was in his pocket and they were both raging and saying this wasn't right what John was saying. He shouldn't be saying things like that. John Muldoon said in the meeting there was only three people who were restraining weans. I was open-mouthed. Me and [REDACTED] were quite close, [REDACTED]. He said to me he couldn't believe this and there were <sup>HQP</sup> [REDACTED], <sup>HIZ</sup> [REDACTED] and <sup>KBP</sup> [REDACTED] in the meeting looking so proud of themselves thinking they were doing their job right. John Muldoon used to instruct who was to be restrained. It doesn't sit well with me that these staff members were exonerated at the Kerelaw investigation by saying John told them what to do. You can't use someone else as an excuse for your own behaviour."*

I do remember John saying to myself, <sup>KBP</sup> and a woman who I think was called <sup>HQP</sup> <sup>HQP</sup>. I can't remember the specific piece of work. It could have been me and <sup>HQQ</sup> because of the violence reduction stuff. I don't know the specific thing that he was commenting on. As for the part where she says he instructed who was to get restrained, he never sat in a staff meeting and said who was to be restrained, that is nonsense. I don't recall him saying we were the only ones doing our job because we were restraining people. He did say 'well done' and 'good job' about something, but I can't remember what it was.

152. I haven't got anything more to say about the allegations that have been made against me by Gary or <sup>HRZ</sup>. There isn't anything else I want to say about my time at Kerelaw.

### **Helping the Inquiry**

153. I want to say something about nepotism regarding Kerelaw. This is a hindsight thing. Folk said it was nepotism, you just knew it was folks' family and folks' friends and all that. I didn't realise until I left Kerelaw and went to work in Glasgow, I was in panic mode about how I was going to afford to travel to and from Glasgow every day on my wages. That was ok because we were subsidised. They were good wages for down in Ayrshire, but travelling up and down was expensive.
154. Glasgow city council for four years gave us a subsidy for travel. After the four years I started panicking again until we got a pay rise and that made it alright. On the subject of nepotism, when they were recruiting for Kerelaw I could see why there was nobody else from outside of the Ayrshire local authorities, because they couldn't afford to travel every day. Now I realise that nepotism could be coming into the state of play now because the service manager in Glasgow just now, her husband had become a senior and her pal had become a service manager and her other pal she worked with in North Ayrshire. That could be looked at as nepotism. I think it's worth mentioning because there was a lot of things happening back then that seem to be coming back into play now and it all down to financial stuff.

155. I've never seen a statement from <sup>HRZ</sup> until I saw her statement to the Inquiry and through that I think she's glorified the fact that she shut down Kerelaw. She mentions it quite a lot. Through my time in Glasgow I've heard that being said that it came from <sup>HRZ</sup> herself that she shut down Kerelaw. She had two friends that were very close-knit with her and that was and Jackie Hutton. I've just realised that Jackie Hutton had never made an allegation against me, it was <sup>HRZ</sup> that mentioned Jackie Hutton's name and not said anything about which I was surprised about.
156. My feeling is, for some reason, <sup>HRZ</sup> has not orchestrated this but she is a liar. She continues to lie about me to this day. She has been taken in by a service manager, I can't remember if it was Paul Boyle or Stacy Park, along with my house manager and a shop steward from Unison and been told she has to stop talking about me, because she was in my house while I was off on long-term sickness. She was brought in to support the house and she had to be taken out and told to stop talking about me. She was moved out before I went back to work. She was in one more time after I was back, but it was during a shift change over and I got out of the way as I don't want to have anything to do with her. Seeing her statement is the first time I've seen an allegation like that and I feel I need to go to see lawyer and ask about getting a restraining order.
157. Matt George and John Muldoon have been convicted of abuse so abuse did take place and I never knew anything about it so it shows how clandestine these people can be.
158. There needs to be proper scrutiny, certainly from external management. The Scottish Social Services Council or SSSC should come in and do some inspections as well, especially of the training records rather than doing it remotely because that's what they do now. They don't really come in and see you. Unfortunately the Care Commission has a lack of resources as well. They need to employ more of them and get them in more often. When they do come in they do a great job. I'm not a great fan of the one, two, three, four, five, six grades. Same as the teachers, they get the same pressure when they don't get sixes all the time. My unit manager freaks out if he doesn't get

fives and sixes. It's a scale of how well they're doing. That scoring matrix comes from the Care Commission.

159. The external management is getting better. They're not coming in so often now. We've got three new service managers and they're stretched, they don't seem to come into the units as often as they could do. They've got something like seven units each, that's one a day. It might seem a lot, for me they could come in more. Certainly the seniors now have a lot more control over audits. We've got a new senior now and he's trying to get the audit done before the ones finished and he should give us a break. So, there's massive improvement.
160. I keep referring back to GIRFEC and SHANARRI, and now The Promise. The Promise is a great leap forward from GIRFEC. Things have improved massively, but because of financial constraints and the cost of living, there's a danger it might flip back and we might need to watch out for that.

**Other information**

161. I do not want my witness statement to be published as part of the evidence to the Inquiry. I believe the facts stated in this witness statement are true.

Signed.....  .....

Dated..... 27.3.24 .....