

Scottish Child Abuse Inquiry

Witness Statement of

HRZ

Support person present: No

1. My name is HRZ. My date of birth is 1967. My contact details are known to the Inquiry. As a child I was placed into care in Scotland.

Career and qualifications before working at Kerelaw Residential School

2. Before I worked in the care sector I worked in promotions work and did that for many years. I had good jobs, but I had always wanted to work with children. I have a National Certificate (NC) in social care and a Higher National Certificate (HNC) in social care and Scottish Vocational Qualification (SVQ) 3. The SVQ is now required for people who work with children in the care sector. It is a work-based qualification and I ended up doing it twice. I did it first at Geilsland Children's Home in Beith, Ayrshire as part of my HNC, but Glasgow Council, who ran Kerelaw Residential School, wouldn't recognise it and insisted I did it again when I started to work for them.
3. I actually studied and got qualifications in care work before I got a job working in Kerelaw Residential School and when I started working there in 2002 there were no staff, not even unit managers, with qualifications at the same level as me.
4. I did the NC first and then studied for the HNC for just over a year. It was the first year this course was done through SIRCC, the Scottish Institute of Residential Childcare and they had their own qualification. My original course was working with adults with learning difficulties and elderly and I knew I didn't want to work in that area in future and wanted to focus on children. I left that course part way through and then added

another year on by starting the course provided by SIRCC. When the SIRCC childcare course came up I knew that was what I wanted to go for and I left the first HNC and started to travel through to Glasgow to study with SIRCC. It was also a HNC. I was studying for about two and a half years in total. After that course I was supposed to go on to study at university, but instead I got the job in Kerelaw.

5. I started working with children in the care system when I started working at Kerelaw. Before that I did a six week placement in Geilsland in Beith as part of the HNC. That is a Church of Scotland children's home. I went on to work in Kerelaw until it shut down. I think that was sometime in 2007. I worked at Kerelaw for around five years.
6. I used to live in [REDACTED] in Stevenston and that wasn't far from the school and my friend's dad used to be a caretaker in Kerelaw. Working there was something I always wanted to do, but didn't think I could. I don't know why I thought that, probably it felt out of my league to do it. Then I met a man on a train who told me that was where he worked and I told myself I could do the same thing.
7. A lot of local people worked in Kerelaw. If you went and worked there as a volunteer for a few weeks you'd get a job there. This was well known. I don't think it was hard to recruit people normally, but for some reason Kerelaw was recruiting people that they already knew. It was very cliquy. I knew so many other people who worked there from my wider family or the neighbourhood. My mum [REDACTED] and all the domestics at Kerelaw knew her [REDACTED].
8. All the workers came from the three towns near Kerelaw and they were Ardrossan, Stevenston and Saltcoats. Although it was run by Glasgow City Council, there were no workers there from Glasgow. The staff all seemed to know everyone else before they started working there. They mixed together socially too and there were affairs going on between staff members.

Geilsland Children's Home, Beith

9. When I completed my placement at Geilsland I went on to work shifts there on a voluntary basis because I loved working there. Staff at Geilsland used to ask me why I didn't apply to work for them when I qualified and they confirmed they wanted me to stay on. I was always told that if you were a student in a unit you don't go on and work there afterwards because you'd always be questioning them and so I applied for Kerelaw.
10. When I first started at Kerelaw they had a four day weekend and I had time to work at Geilsland too and I felt guilty that I'd left them. The management at Kerelaw gave their consent provided it didn't interfere with my shifts at Kerelaw. I found Geilsland to be nurturing and caring and I couldn't balance the two in my head. I was comparing everything I saw to Geilsland and what they did.
11. When I saw the staff at Geilsland restrain a boy of a fifteen or sixteen called [REDACTED] I didn't know what was happening as I didn't know what a restraint was. That must have been because there were so few. When he was down on the ground I started patting his head as he was upset and I was reassuring him and telling him he was ok. The staff were gesturing for me to get away. [REDACTED] had been throwing tables and being a danger to other young people around him. It was done right in my view. There were just two staff members involved in getting him to the ground, one lying across his body at the top and another lying across his legs. You could have a three person restraint, but normally just two people. Sometimes you could get other staff involved as it was exhausting being involved in a restraint. At Kerelaw I could be involved in four restraints a day and my body was exhausted from the effort and some of the boys were big.
12. The young people at Geilsland were similar to the ones in Kerelaw as they were around the same age and could have had criminal charges and not going to school. They were also boys there from Glasgow. They didn't have a secure unit, but it was a residential school. At my placement in Geilsland I witnessed one restraint in a two year period.

13. The children in Geilsland got a birthday present and they would make me things or artwork and I still have some of them. In the children's units you would get helium balloons and I got asked to do up the unit for a birthday party and I'd work a part-night shift and do up the unit then.
14. In Geilsland they celebrated Christmas. They had a church and the children had to attend a service in the morning, but they weren't made to go if they didn't want to. Staff would try to encourage them to go. My daughter works for the Church of Scotland now and Geilsland now have houses dotted about and that's where the children are housed. The staff do the cooking and cleaning and staff still sleep over and they might be kept up all night and that affects their ability to do their job the next day. That doesn't happen in Glasgow now, where you have three waking night staff. Geilsland is different now and not as well run as it was in the past.
15. The attitude to the parents was much better in Geilsland and there was a lot of contact with the parents. If their child had been restrained or upset you phoned the parents. Nothing like that happened in Kerelaw. I'd assumed that was how you worked and took that learning to Kerelaw and realised that sort of attitude was dismissed. It was too different.

Application process for working at Kerelaw

16. The job was advertised in the Evening Times newspaper in Glasgow and probably in the local paper too. Someone told me about it, but even before that a number of people had told me I should do a few shifts at Kerelaw and I'd be taken on and I kept saying 'no' as I wanted to do things in the right way. There were around one hundred people working at Kerelaw and I think I knew around eighty of them. The post advertised was for a Residential Social Worker. I completed an application form and then attended for an interview. I had to compose an essay as part of the interview when the candidates for the job were gathered together in a classroom. There was also an individual

interview by a panel of three people and I had six questions to answer as well as the essay.

17. We were shown around the units. I think every applicant, apart from one person, got a job. I did the essay with the other applicants in the room and it was about the basic needs of a child. We were all gathered together in a classroom and I started writing in bullet points what I thought those needs would be, such as education. When I was asked to hand in the work I realised it wasn't in the form of an essay and I was told what I had done was fine. I was told I had come second out of everyone and had covered the points they wanted to see.
18. After that we went through to the next part of the interview. That was a group session and we were given scenarios and discussed with the other applicants what we would do. It was like a debate. Our views were very different. I remember there was one woman in the group who had views that were the opposite of mine and she was also offered a job, but didn't take it. I wondered what were the criteria for the role if we had such different views. There was just one person who assessed the group discussion. After that I was interviewed by the panel of three and I was asked to answer six questions. The panel knew how I had done in the other two exercises.
19. One of the questions from the panel was 'What were my qualities?' and I found it difficult to answer as I don't like to speak about myself. I didn't even answer the question. There was a woman on the panel who had known me for a long time from elsewhere and she decided she would answer for me. I was so nervous in the interview as I'd never been in that position before and I kept coming out with strange things and the panel would just laugh at what I said. I just told them exactly how I was feeling. I was also nervous because the job meant a lot to me.
20. My mum had dropped me off in the car for the interview and she told me she hoped I didn't get the job. She knew more about the place and [REDACTED]. She had [REDACTED] and Kerelaw kids were always deemed to be bad by the local community. I didn't see that. The Kerelaw kids couldn't walk about the town as the local youths would pick fights with them and provoke them.

My son was the same age as the Kerelaw boys that I worked with. I arranged football matches for the boys so they could meet. I knew the local boys, and I would step in to prevent arguments and fights and tell them I would speak to their parents about their behaviour. I arranged snooker tournaments in the local snooker hall for my son and his pals and boys from Kerelaw.

21. I thought the job interview was rigorous enough to find the right people, but at the same time I also think they were looking for too many people. I think the interview panel was pleased that I had qualifications.
22. I remember when we started we had an induction book and I thought this was a good thing, there isn't anything now like that in Glasgow City Council. When we started our jobs we had to work through the book and answer questions like where was the fire exits, the fire point and questions like that. At first we were on a temporary contract like a probationary period.
23. I think we were employed for six months before a decision was made on whether we became full time employees. I don't recall any staff being removed at the six months stage. I don't remember there being a turnover of staff or people leaving because they couldn't tolerate the job. Most people stayed in Kerelaw for years. The work was well-paid. The starting salary for me was £15389 per year.

Kerelaw Residential School, Stevenston

24. The school consisted of four long units, two for the boys and two for girls. There were two boys units called, Millerston and Fleming, alongside each other with a connecting dining room in an H-shape. The two girls units were Baird and Wilson and they were also alongside each other and were connected together by a dining area.
25. I never wanted to work in the girls units as the boys were so much easier to manage. They were easy going. The worst I would get from the boys would be play fighting or horse play, but otherwise they'd be into computer games and organising pool

tournaments. The girls in the units were always fighting and arguing and not getting properly dressed for school. Self-harming was rife in the girl's units and they copied each other, but it was very rare in the boys units.

26. There was a block in the middle for the head of the school, Jim Hunter, and ^{SNR} [REDACTED]. ^{SNR} [REDACTED], ^{LEF} [REDACTED]. The education block was in that section too and that is where the boys went to each morning. Further on from that was the secure unit. I worked in an open unit. The day unit was attached to my unit and that was run by a woman called Mrs Mack. She would have boys from the local community who weren't going to school. She had a small house at the end and they'd go in there on their breaks so the children from the day unit didn't mix with the children who lived at the school. She may have had only four children from the local area who went to their own homes after school.
27. Every morning a staff member would go up to the morning meeting in the main block just after the children went into school. The meeting would discuss what was going on the school and it happened every weekday. You'd then feed back to your unit manager what happened at the meeting and what was said.

Staffing

28. There should be three residential social workers on each shift and we covered early, back and late shift with different staff on night shift. There might have been eight or nine residential social workers as there would be some who weren't working on any given day. I would work five days, including weekend and then have two days off. We had a few unit managers. Sometimes there was only two residential social workers and sometimes the senior was the third person. The unit should have had three staff members each day, but it didn't always happen. The unit manager would be there in office hours through the day.
29. Once I remember there was a boy in hospital and when I went into my shift the other staff member had to go to the hospital and I was left by myself on the unit. They said they'd send in someone else from the unit next door. The person came in and was

rubbing his hands together asking if he could get a certain boy up and out of bed as he hated him. I told the staff member to take himself back to his own unit as I didn't want him winding up anyone in my unit. I got all the boys up and there was only ten or eleven and got them ready for school and they were all well behaved even though I was on my own. I was happy to run the unit by myself. It was probably considered to be an unsafe working practice to have only one staff member, but I never thought about it at the time. There should be three staff members on duty per shift for twelve boys. There were no rules about the gender of staff working on the unit, but I think there should have been.

30. As well as the unit staff there was also domestic staff, they were employed by an outside contractor but treated like they were employed by Glasgow Council. They were local people. I remember ^{KBT} [REDACTED], who was a senior when I started and then became a unit manager, never liked me to speak to them, but there were some that I knew because they worked for [REDACTED]. When I went on to work in Glasgow, after Kerelaw, the domestics came on the camping trips and were involved with the children. They were the ones who would know more about what was going on with the children as they were there all the day and we were there just for a shift. It was a more nurturing environment in Glasgow children units.
31. There was an office for the residential staff, like me, on the unit and through the back was the manager's office. There was also a big meeting room. All the units had the same. The boys ate in the dining room in between their two blocks. The boys didn't mix with the girls who were in their own two blocks. The boys were discouraged from going up to the girls unit.
32. In the secure unit there was a manager for the whole of secure called ^{KBC} [REDACTED]. He was a senior. They had twenty-four residents in secure. The head was Shona Kelley. Jim Hunter was head of the whole school, including the secure unit. I didn't see him or ^{SNR} [REDACTED] ^{LEF} [REDACTED] much at all. They didn't come round to see how my unit was doing. If they came to the unit it didn't feel like a positive thing and they weren't interested in engaging with me or the children.

33. The age range of children in Kerelaw open unit was thirteen to sixteen. At that age they've finished school. I found it strange when the school was closing that these boys who needed to be there and accommodated there were being sent back home to parents. I wondered why it was ok for them to go home now when it wasn't before? There was no planning work done to try and encourage integration back with the family or attempts to put them in children's units. They didn't go home in the long summer holiday. Some boys went on to other institutions from Kerelaw before it closed and didn't go to their families. I remember a boy called [REDACTED] went to Rossie Farm and another boy went to St John's secure and I don't know why he didn't go to Kerelaw Secure.
34. There used to be a big whiteboard in the staff office with the boy's names written on. It also had their date of birth, who their social worker was and what section they were under. This information could be seen by anyone. The boys could see it through the window or if they opened the door to the office. This was changed later to have the details of the children written on small cards that were kept in a holder on the wall.
35. Residential social workers was what it said on our work badges. That was my job title in all the time I was at Kerelaw. There was one unit manager, John Muldoon, and that was his job title, then there were senior residential social workers and below them are the residential social workers. That is the staff for one unit and each unit has the same staff set up. Each unit had a manager, two seniors and seven or eight workers below that to allow for different shifts.
36. Then there was the night shift staff and they had a similar structure, but they had one deputy manager as they didn't need a unit manager through the night. He would go between all of the units. They didn't need so many staff at night as there were no meetings to attend.

Staff training/knowledge

37. There was no requirement at that time that you had to have any qualifications. The requirement for qualifications came in much later on. It was the unit managers who

started getting qualifications (SVQ) and then the senior residential social workers. They had to be qualified by a certain date. This date had to be extended as so many workers were resistant to the idea after some of them had worked in care for up to twenty years. A few of my colleagues asked me to show them the work I had done for my qualifications and I took it in and was happy to show it to them to help them. Those colleagues photocopied my work and it ended up all around the school. I'd worked hard to do the work and achieve merits on my course and people in Kerelaw were commenting how easy the work was and I didn't think it was.

38. There wasn't a lot of training for staff and not for dealing with trauma or sensitive handling of children's behaviour. Even if they did I don't know if it would have made difference as the staff had views that were entrenched. In my current unit we get training in promoting positive behaviour and telling the children positive things about themselves no matter what they've done. It works really well for us. We don't ignore the challenging behaviour, but we focus on the positives about them. The staff in my unit at Kerelaw didn't want to do that and didn't think the children had anything positive about them.
39. When I started working at Kerelaw I thought some of the other workers could have done with spending some time thinking about how and why they worked in the way they did. Issues like the dignity of the child and knocking on the bedroom door before entering their room and the staff thought it was ok to do that. They weren't in tune with things like that and hadn't been asked to think about these issues. I came in and started to suggest we should be knocking on the door before entry. It made me into a pain for a lot of the other staff as I was questioning how things were done.
40. It was well spoken about that Kerelaw was known as the dumping ground for children. The staff in units in Glasgow sent their problematic kids to Kerelaw if they didn't behave in the children's units. I witnessed that when I went to the children's units in Glasgow and they weren't tolerant. It was used as a threat to the children that if they didn't behave they'd be sent to Kerelaw.

41. In order to end up in Kerelaw, the children came from children's units in Glasgow and they were high tariff such as if they had criminal charges and they weren't attending school or because of their behaviours. In the unit I work in now I can identify four children that would have been sent to Kerelaw if it was open. These children don't get a chance and it's a huge loss, but they didn't have the right staff at Kerelaw to run it and things were so bad there on so many levels. I used to think if only the authorities could have moved all of the staff out of Kerelaw and found different staff, but this wasn't going to happen. It's hard to say if there was always a need for a place like Kerelaw to exist.

Unit manager

42. Each unit manager ran their own unit to their own set of rules. We did get a policy and procedures book each for the new starts, but the existing staff used to tell me what their own way was of doing things. I still have these books at home. Units are still like that to an extent where the existing staff have their own ways of doing things and they've been doing it for a long time. Some existing staff are not open to new ideas.
43. The unit manager, John Muldoon, used to play me and my friend and colleague Elaine Swann off against each other. Elaine would phone me up at home and we'd be on the phone for about an hour. We'd go to work the next day and he would sometimes get her to cut his hair as she used to be a hairdresser. She didn't want to have to cut his hair, but he put her on the spot and she felt she had to. John would find a way to say something to me that had an element of truth in it such as he'd tell me Elaine was complaining she couldn't get me off the phone last night and I was a pain in the arse.
44. I'd start to look at Elaine in a different light and go against her, and think she must have said something to him as how else would he know these things about us. She might tell him we'd been on the phone for ages last night and he'd turn it into something bad. He kept doing this and I decided I didn't like Elaine Swann and she wouldn't like me. We went to Ayr swimming baths together and the boys were swimming and I told her I didn't want to speak to her and she told me we needed to talk. I told her that she'd

spoken to John Muldoon about me behind my back and she told me he'd done the same with her. We'd always got on really well before.

45. John Muldoon instructed ^{KBP} [REDACTED], also a residential social worker, that laminate flooring was to be put in all of the rooms and I don't know how that came about. It meant it was easier to restrain the boys as they would slip to the floor easily. Now there is a policy that laminate flooring is not allowed in units. I witnessed ^{KBP} [REDACTED] putting the laminate down in the bedrooms. I think it was just the unit I worked on where this happened. Our unit could have its own set of rules and the next unit could have a different set of rules.
46. On one occasion John Muldoon had me in a room and he threw a folder at me and shouted at me "The kids think you're some kind of fucking god". He then picked up a folder and threw it at me and shouting 'you don't know me'. I then threw the folder back at him and said 'you don't know me either'. He had me in the room for three hours and I was in tears. I saw the folder I threw at him going in slow motion and it missed him. I remember thinking at the time 'oh my god, what have I done?', and 'why have I done this?'. He denied that this event even happened. We went to a disciplinary meeting about John Muldoon about it. When we discussed the folder throwing incident, he denied it ever took place, but I admitted I threw the folder back at him.
47. The meeting in his room was because I was causing problems as I wasn't conforming with other staff and they were sick of it. I was trying to work out what I was doing wrong. I was always good at working with the parents and speaking to them, which the staff had never done in the past. To this day, the staff are no good at working with the parents or encouraging them. The staff in children's units are very judgemental about these parents. The attitude was similar in Kerelaw.
48. Then John Muldoon had me in the office telling me the kids thought I was some kind of God and shouting at me. I was trying to work out what the problem was and what I'd done wrong. He wouldn't tell me what I'd done wrong and I was trying to think back to things that happened on the unit and trying to work out what went wrong. I'm very good at putting myself down or blaming myself for things and it wasn't easy to work

out what had happened when he wasn't being direct with me. I started to think it was because a mother of one of the boys had phoned the other night and she was asking for me.

49. Staff used to call John Muldoon 'mouldy' because he used to mould his staff to how he wanted them to be. He couldn't mould me so he didn't like me as I wasn't doing what he wanted me to do.

Routine at Kerelaw

First day

50. I was given an induction book, that I still have at home, to complete in my own time, asking me questions about the unit. I think this should still exist. I think I had six weeks to complete it. I can't be sure if my answers were checked. Now staff are put in to a home and no questions are set for them and they just have to pick up knowledge as they go and there are no details on how things are done and they are just thrown in. I've worked on many units in Glasgow and every one works differently and every unit does something different. I wasn't given details of rules, regulations and policies and a list of names of who worked in Kerelaw and who to report to. Geilsland had that and they also had a Filofax of useful information for everyone to use.
51. On the unit where I am now I have a booklet giving me details of things like how much pocket money the children get and what time is bedtime for the residents. I don't remember anything like that in Kerelaw.
52. One of my first impressions of the place was that there was a lot of carry on. Boys rolling around on the grass and a lot of horse play such as dummy fighting. That was discouraged in Geilsland. A lot of staff were casually dressed and acted differently from those in Geilsland. Staff wore their own clothes for work. Staff congregated in groups amongst themselves and chatted, and that wouldn't happen in Geilsland as they were with the children more of the time there. That surprised me. There was a

staff room, but it was only for team meetings and it wasn't a room that staff spent a lot of time in.

53. At one of my first shifts in Kerelaw there was a boy who was going to run away from the next unit, Fleming, and I was asking the staff where he was planning to run to. The staff from his unit were saying things to him like 'bye then, don't hurry back', waving at him and telling him to eff off. I asked the staff if they were going to speak to him and try to encourage him back. They looked at me and burst out laughing. I went away to try to speak to the boy myself because that was what would have happened in Geilsland. The boy was telling me to 'fuck off', you don't even know me. You'll just be like the rest of them'. I told him I wasn't like that and that I'd like to talk to him. I'd never even spoke to him before and had no relationship to him. The boy was still leaving. As I walked back towards the unit the staff were laughing at me and telling me I had a lot to learn. I couldn't get my head round all this that had happened and what staff had said.

54. I worked in Geilsland that weekend and told them the work was too different and I didn't claim my wages. I needed to give it up because Kerelaw was my permanent job. I thought Geilsland was a million times better and a model for how a residential school should be run. I think they had some troubles with staff members later on and the culture changed.

Millerston unit

55. The unit I worked in was a two story building. When you walk in the door there is an adjoining dining room and through there is a kitchen on the left and it was only used for suppers or at night time. The office was on the right and the stairs were directly ahead and leading up to the bedrooms and there was a night shift room. On the ground floor there was a laundry. There was also a pool table and a living room with glass doors.

Mornings and bedtime

56. From 7:30 am there would be a changeover of staff to 7:45 am. That would be night staff handing over to morning staff. Then the new staff would start getting them up from 8:00 am and into breakfast from about 8:20 am. After that they could get a cigarette if they smoked before heading up to the school in the main block for 9:00 am. There was a lot to get done in one hour, but they always did it for me and they looked smart.
57. Bedtime was at 9:30 pm and in Kerelaw they were in their beds by that time for the night shift coming on. After that time the boys might open their door to ask to get something or complain that something in their bedroom wasn't working. They were told to get back in their room as it was strict that they were in bed at 9:30 pm. Each child had their own bedroom on the first floor. The nightshift staff would line them up to go down the stairs for that last cigarette.

Mealtimes / Food

58. I think the food was ok and nothing like what they get now. It was made by the kitchen staff in Kerelaw. If the children would only eat a plate of chips that was ok. I tried to encourage them to try other food and so did other staff. The children were not forced to eat anything. A lot of them didn't know about other food. They would often take cereal bars from breakfast into their bedrooms to eat there as they weren't used to eating food in the family home they came from. I have a lot of good memories from my time there for the young people such as their new experiences. I used to try and get them to try new foods and not just eat chips as that was all they would have got in their own homes.
59. Now there are chefs involved and there are choices from menus and the kids have an input. They got what they were given in Kerelaw. On a Thursday night we did the shopping for the suppers. There was £40 for the supper stuff too. We got basics like bread from the main kitchen for toast. I'd take two boys with me we'd make bolognaise on Thursday night in the unit kitchen and staff would supervise that. That was where cups of coffee were made too.

60. There was no attempt to teach them any other domestic chores and that was a bugbear of mine. [REDACTED]
I think it's even worse now as there are cleaners and other people to make the beds and do the main laundry. There was a washing machine in the unit too for smaller items.

Washing / bathing

61. On the first floor there were four showers for the twelve boys in my unit and I'd get the boys that were the slowest to get up first and go to the showers. One of the boys Gary Bryce would take a very long time to get ready so I'd get him up early. Washing in the morning was part of the routine, but now children are allowed to dodge the showers or getting washed if they want and I think that's wrong. Basic needs are not being met and the children are going outside looking a mess.
62. On a Thursday night the allowances were given out for clothing and for toiletries. There was a £40 allowance for toiletries for all of the boys and I'd go to the shops to buy them what I could and it had to be the cheapest deodorants possible and the boys had to get the cheapest hair product, if the money stretched that far. The staff picked the shower gels and the boys had no choice.
63. Most of the activity seemed to be on a Thursday evening as that was when the allowances came in and it was the night before the children went home for the weekend. The boys would be playing music and swapping posters before going home and it was a good night. Back then they could listen to music in their own rooms, but now the children have en-suite rooms and TVs and computers. The furniture wasn't the best then as there could be broken drawers or beds and the maintenance wasn't great.

Clothing / uniform

64. The children would be wearing normal clothes and not a uniform. If they were out in the community they would be dressed like other children of their own age. There was

a monthly allowance for clothing that was rotated around the twelve children in the unit until it came to their turn. Three children were taken on a Thursday evening to Braehead Shopping Centre to buy clothes and another three children the next week. Some children would miss their turn if they weren't in the unit or they'd run away.

School

65. The school employed teachers from outside of the units and as far as I know they were qualified as teachers. None of the staff lived on site and all of them went to their own homes at night. I think they had home economics and woodwork and art. I thought the boys weren't learning very much and they didn't act to me like kids who'd been at school. I think there was a lot of disruption and not enough hands on work like painting. At Geilsland the children didn't learn theory or book learning, but were taught practical skills such as car mechanics. I think classes were mixed between boys and girls.
66. The boys from my unit went to school, if they were misbehaving we'd get a call from the education block to ask us to take them back to the unit. In the morning the children would be in school from 9:00 am to 10:30 am before coming back to the unit for a break until 11:00 am. Then they would return to the education block until lunch time and then come back to the unit and eat in the dining room. They didn't really mix with the unit next door, and they kept to themselves in those mealtimes. There was a wall between them in the dining room. They only congregated if there was one person left in a unit at weekend and he would join in with whoever was left in the other units.
67. The school day finished at 3:00 pm or 3:30 pm and the children would return to the unit. If a boy had run away he would not be allowed out for recreation after school and if this had happened the boy would tell me himself as he would know this was the punishment. They wouldn't need to be told.
68. One of the teachers, Matt George, who got a prison sentence I always found to be a teacher who paid a lot of attention to the children in a positive way. He would phone down to the unit what was wrong with a boy who was being disruptive in class and he would seem concerned about each child. He just seemed more interested in the

children and why they behaved in the way they did. I don't know what his reasons were for being interested in the children in that way. When I got interviewed by police they were really surprised I thought that.

69. I remember a female manager in the school, Fran Tran, and I remember her showing a man around the school who had been a boy at Kerelaw. I don't know his name. I didn't meet him, but he came when I still worked there. He had gone on to become a social worker and live in Devon and he was married and his wife had encouraged him to re-visit Kerelaw. He had a lot of demons because of the school. I then realised he had also blown the whistle around the same time as me about things going on in Kerelaw.
70. When he came to the school he wished he hadn't as he realised Matt George was still teaching and he looked at the boys in his class and wondered if they suffered in the way he'd suffered. It gave me a bit of comfort that someone else was doing the same thing as me, reporting Kerelaw, at the same time. I don't know what happened to the female manager as she left soon after. Someone told me I wasn't the only one with issues about Kerelaw.

Religion

71. There were no religious services.

Work/chores

72. The boys didn't do any chores. They were offered money to clean the mini bus and it was the same boys. They shouldn't have got money for this. [redacted] a residential social worker, would be the one who would give money to certain boys to go and clean the mini-bus and slip them money for fags. Staff had their favourite children.

Trips / Holidays

73. There were no official trips or holidays for the children in Kerelaw

Leisure time

74. After school finished the boys would be in the unit for a while before getting their tea. After that they would be involved in whatever had been organised, pool competitions or other games. When I was on I would take four of them out in my car. That was up to me and I could do it anytime I wanted. It was encouraged and it wasn't on a particular day of the week. The boys didn't have money to go out with in the way that kids in Glasgow units would get. Children in Kerelaw were so disadvantaged in comparison. It was always something that annoyed me. The children in Glasgow got sports and outdoor pursuits made available to them at the time, but it was never in place in Kerelaw.

75. I'd drive them about for an hour and we'd listen to music and I didn't mind their music. I'd drive back to the car park at Kerelaw and the four boys would get out and I'd flash the car lights and another four boys would get into the car so they would all get a turn. I felt happy with doing that. I made it clear that if there was any fighting or bickering and I'd take them straight back to the unit. They loved going out for a run in the car and I was happy to manage them by myself. To this day I'd still prefer to manage them by myself most of the time. I find that children act a certain way with certain other staff and it's not the kids fault. It's caused by the staff who dictate to the children and are controlling of them rather than letting them have a say. I'm still strict with the children and set boundaries.

76. I took some of the boys to the beach and some of them had never been out of Glasgow and I'd take them looking for crabs and activities that cost nothing. I drove them down to the harbour and the waves were crashing that they loved to watch. I took some boys on trips to the countryside and they saw sheep and cows that they found amazing.

77. One boy was amazed that he could see stars in the sky as Glasgow didn't have stars and he didn't believe me when I told him the stars were there and he just couldn't see them. They loved going out on a run and listening to music. They were totally safe to

take out in my car. I took four boys at a time. My own car had exceeded its mileage within three months of me buying it and I was out of my warranty. I'm still happy to take children out from my unit and as a lot of staff won't take them out, maybe because they think they don't deserve it.

78. I would take them out on a trip that didn't cost money like going to the beach or going to a field and letting them kick a ball around. Now Glasgow council has a credit card for staff to use to spend money on the children. There's still a budget, but staff could take the children to the cinema and buy them treats. Kerelaw kids didn't even get a sweet, if they got to the cinema at all.
79. On a Sunday we took them to swimming baths in Dundee and it took ages to get there and ages to get back. It passed the day and gave them something to do. Sometimes we'd take them to Ayr to use the diving boards. There wasn't a lot of outings in Kerelaw and the only routine trip out was the shopping on a Thursday. There was a TV room as well.

Personal possessions

80. Pocket money was a fixed amount they got each weekend and they probably had to use it for their bus fare home. It was maybe £9 for a thirteen year old to £12.96 for a fifteen year old. The figures have not changed over the years. The children now also get a £100 allowance for over Christmas.
81. Kerelaw children had a strict £1 a day recreation money and children in care now don't get much more now, just £6 a week recreation money. Recreation money is on top of pocket money and is intended for activities. Kids in Kerelaw went home for their weekend leave and got a travel warrant written out for them and I used to think how did they ever get on a bus as they were just given £1 for the bus and how would they get to Glasgow with that. The children in Kerelaw never got any treats and I look at what the children in my current unit get now. Things like sailing, abseiling, canoeing, caving and other outdoor pursuits. Kerelaw kids never had any opportunities like that.

82. Kids in Kerelaw never even got the VAT back on their clothing like they were meant to and a member of staff got it instead. Because they were children whatever was spent on them the VAT was taken off and Kerelaw got it back from their receipts. I understand that one staff member ^{HQO} [REDACTED] got the money back himself. The children in Glasgow units now get the VAT back into their clothing allowance and they are a lot better off. They get extra money at Christmas and things that Kerelaw kids didn't get. Kerelaw kids would be lucky if they got a cinema trip. It would only happen if most of the children were away on weekend leave and only one boy was left in the unit and staff could scrape together the money.
83. Children at Kerelaw got £40 for toiletries and £40 for supper supplies and staff went out on a Thursday to spend it. The allowance rotated between the boys. Staff would go to Braehead and took three boys and it rotated through the month. If a boy ran away the staff would say 'that's him lost his clothing'. You would think it was coming out of the staff's own pockets. That would never happen now in the children's units. The children couldn't lose the money now it as it's their money and it's allocated to their own budget.

Birthdays and Christmas

84. The children went home at Christmas. We used to take our key kids with their Christmas money and they spent it and meet up for a meal before they went to their own family homes. I don't remember anything nice being done for the boys who were left in Kerelaw over Christmas and I used to work the early shift on Christmas Day for many years. Now all the children in the unit are in it and almost no-one goes home and more effort is made for them.
85. In children's units now hardly any children go home at weekends and I don't know why that is. All of the Kerelaw children went home at weekend, apart from [REDACTED] who wasn't allowed to as well as Gary Bryce. This was as long as their parents were able to have them that weekend. That would be from Friday after school to Sunday.

86. Birthdays were not celebrated in Kerelaw and I can't remember any birthday card or birthday cake in there. In Kerelaw the boys were lucky if anyone said happy birthday to them.

Visits / Inspections

87. It was very rare that a family member visited a boy in the unit. They might come in if there was a meeting with social work and it was held in the unit. The mum could come in and she might stay behind for a while, but not often. I remember that [REDACTED]'s mum visited him and Gary Bryce's [REDACTED] came in for a review meeting. There wasn't a special room set aside for them to meet.
88. The Care Commission came in twice a year to do an inspection. No-one else came in to do an inspection, that I am aware of. The social workers came in to see their individual children, but not as often as they do now. If a boy wanted to see his social worker I would phone them to request a visit, but I don't know if other staff did the same. If a boy had an issue in the unit they didn't really want to raise their head about the problem and that was a sad thing. It's not like that now as the kids are very vocal about their views and they know their rights. If a children's panel had sent the child to Kerelaw and an order was being renewed it would happen at a panel meeting in Bell Street, Glasgow and not in Kerelaw itself.

Contact with parents

89. There was one parent called [REDACTED] and when she phoned the staff would shout 'HRZ [REDACTED] it's the phone for you'. She was always drunk. She was the mum of a wee guy called [REDACTED], whose proper name is [REDACTED], who wasn't my key child in Kerelaw. We very much had to do all of the work for our different key children and they should come to you with any issues. Sometimes, I had three key children and you were only ever meant to have two and some staff only had the one. Now staff can get involved with the care of other children and not just concentrate on their own key children. [REDACTED] used to phone up every Friday night and tell me how she couldn't

thank me enough for taking care of her son and I used to just let her talk. None of the other staff would even speak to her and called her 'an old alky'.

90. Another boy, ██████████, his mum, ██████████, had cancer of the womb and she used to phone to speak to me and I would take that call. ██████████ wasn't my key child. He was ██████████^{KBP}'s key child. I used to deal with ██████████ and involve him when I was at work as it was part of my role to do that when I was on duty. I would help him make amends and build bridges when he'd fallen out with his mum. They, the unit staff, weren't ever keen on doing home visits. I didn't understand it. I used to say to my unit manager that ██████████ asked to speak to me, maybe because she preferred to speak to a woman because of her condition.
91. I'm supportive of the children and their parents. They are victims of their own circumstances and history repeats itself when the children come along. The parents don't know any better and they don't have any skills and other people judge them. I always thought about how difficult it was for the mums to provide the clothes and things for their children that the care system gave them. I think 99% of the parents had been through the care system themselves or the children were from broken families. In my view it was really sad.

Siblings/contact

92. Family members never used to visit during the week and sibling contact would have to be on the weekend leave. No-one was encouraged to come. There was a phone for the boys to use to phone home and it was in the staff office. Sometimes staff put it on loud speaker so they could hear what was being said on both sides. The children never got a private call then, but now they are entitled to make private phone calls. The children in units now say they want to speak to Children's Rights and staff wouldn't dream of saying no. I think some of them did phone Childline when I was at Kerelaw, but not from the unit.

Healthcare

93. There were two psychologists, Sue Lorraine and Lynn Kinnison, based at Kerelaw who were good for the kids and they were there for them and listened to them. The kids would speak to them. They were great and I could confide in them myself. They were discouraged from coming to the unit by my unit manager. He hated them coming in. I loved working with them as I could tap into their knowledge about the behaviour of the boys. They gave me advice on how to manage the boys and support them. It was always me who brought them in. In the high court case they gave evidence. I went to court but I wasn't called to give evidence. This case was about Matt George and John Muldoon.
94. If a boy was ill or needed an inoculation they went to a local doctor, but I don't remember ever taking any of them. There was no nurse in the school. There was a woman called Ruth who came in a certain evening and I describe as a 'white witch' and she did meditation and relaxation and aromatherapy and the boys loved it. She was good at calming them down. She went to the court hearing for Matt George and John Muldoon who were tried together. I don't know what her role was really, but she was brought in to the school more for the girls than the boys. I think the psychologists may have been involved in bringing her in.

Children's services

95. There were occasions when the children's rights worker, Anne McGauchrin, from an advocacy group made contact. She would sit up in the main office and phone down to the unit and ask me if any of the young people wanted to speak to her. I remember one occasion when she phoned us. This was the day that Elaine Swann was told to copy [KBP] s report about [XI] s arm being broken. On this day I responded to Anne by saying "How about you come down and you speak to the young people", because I felt overwhelmed by what was going on and nobody was there for them. I still have my diary from then and I used to do 70 hours a week and I felt I couldn't leave the children and always tried to be there for them. I wasn't seeing my own children.

96. These people who were meant to help them were sitting in the main office and not speaking to the children themselves. I banged the phone down on Anne. I met her a few years later and she commented "Oh, you're ^{HRZ} [REDACTED]" and I asked her how it was that she knew me and was my name still mud? She said "Can I just say, I'm Anne McGauchrin from children's rights" and I responded "Yeah, right". She said "Can I just say I had my troubles with Kerelaw as well. I wasn't allowed to just come down to the units". I asked her why she didn't do anything about that. I don't know if she ever tried, but if she didn't try, why didn't she try to come to the units. She must have remembered me from having put the phone down on her.
97. Anne McGauchrin had a different role to play as an outsider and she sat up in the main unit with the management and phoned down to each unit. Of course the children weren't going to tell us they wanted to speak to her. They didn't trust anyone. She didn't come down and introduce herself and get to know them. Now in the units the advocacy workers come to the unit and they have dinner with the children and they can bring up issues in a more casual way about how they are treated. I feel they are there for the children now and work on their behalf. They make it clear they are there for the children now and not for the staff and they don't pass anything on to the staff about what the children have told them. And rightly so. The children know they can trust them.

Complaint system

98. I was taking on too much myself. I wrote out a complaint for a boy once who was in my unit. He was called ^{KHY} [REDACTED]. I wrote it verbatim what he told me. I got pulled in by John Muldoon for that and told I wasn't allowed to write a complaint. I explained that the boy couldn't write himself and asked me to do it for him. I wrote in it that he'd asked me to write it for him. John Muldoon ripped it up.
99. There used to be complaint forms lying about his office and never got anywhere. In children's units in Glasgow now they have complaint boxes for residents to put their written complaints into. Kerelaw never had anything like that. They didn't even have a

children's rights officer who spoke to them. They had no services that were there for them. Now the children in Glasgow complain about everything and tell staff they are going to phone children's rights. They are very much tapped into this system.

100. I encouraged ^{KHY} 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 ^{HRZ} 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 ^{HIZ} and ^{KBP} who'd done it. Those two were always up for a restraint.
101. There were complaints forms all over John Muldoon's office. I went in there once and I came out with a complaint form stuck to the sole of my shoe. The forms used to lie on the window sill and when the boys were running around the yard outside they could read these completed forms through the window. The completed forms were meant to have been dealt with and sent off somewhere. John Muldoon used to rip things up as well. There also used to be reports lying around his office.

Running away

102. Boys ran away quite a lot. I think all the ones in the unit had their turn at running away. ^{KHU} who needed insulin for his diabetes would run away. It was kept in the staff room fridge. I knew he was stealing insulin from the fridge and I let him, but didn't let him know that I knew. I got told off by ^{KBP} about it for being soft, but I would never forgive myself if something happened to him when he'd run away when he needed the insulin. He ran away a lot.

Bed Wetting

103. ^{IXI} used to wet the bed so I used to go and wake him up first by chapping his door first. This meant he could get up and go to the shower and I could strip his bed. I got told off for doing this by the enuresis nurse at the hospital as it meant he

wasn't recognising that he was wetting the bed as he should take the covers off the bed. I did it so the other boys didn't find out. There were times when the male staff did find out he'd wet the bed and they'd be shouting at him about it so the other boys heard. [X] was embarrassed in front of staff, never mind other boys. There was a big wheelie bin where all the laundry was put in and the male staff used to make him take them off and put them in the wheelie bin, but I'd do it for him.

Discipline

104. In Kerelaw we tried to impose manners on the boys and tell them to watch their language. I sounded like a robot saying it so often. In the children's units the children had more free rein. The kids in Kerelaw were very different. The discipline in the children's units in Glasgow was very different and the children were allowed to curse and swear and they weren't challenged. In Kerelaw we were more likely to tell them to watch their language.
105. In Kerelaw we'd have twelve boys in the unit who were very similar in terms of ages and they were more likely to form groups. They had been in gangs in their part of Glasgow, but never against the staff. They were against each other. But in the children's units we'd have very different kids who ranged from 10 to 18 and there's a different culture. In Kerelaw, staff used to play boys off against each other and they had their favourites.
106. If the children were in the open unit they shouldn't be transferred into the secure unit, but some staff did that to frighten them for a punishment. There should be a children panel that order the child to go to the secure unit and not the staff themselves. Staff could ask the panel to change the order and it would take 72 hours to change an order. Staff couldn't just move them into the secure unit on a whim.
107. To be in a secure unit you'd have to be sent by a children's panel. There would at least have to be a meeting with social work. It's quite difficult to get a child put into a secure unit. Sometimes there would be battle to get an order that they should be secured and it still wouldn't happen, even if the child was asking to be secured. It was expensive to

put a child in secure. In Kerelaw it was too easy to do as the secure unit was so close. It happened to residents called Gary Bryce, [REDACTED] and [REDACTED] KHY that I know of.

Abuse at Kerelaw Residential School

108. Restraints were also called TCI, Therapeutic Crisis Intervention. There is nothing therapeutic about it. To this day I don't agree with them and don't know if it's because of the experience I had at Kerelaw that has given me a negative view of it. I never saw any that were done at times when it should have been used. It was used inappropriately and it wasn't done right. I couldn't think of anything worse than it happening to my child, or even worse someone else's child.
109. When I discussed restraints with staff I used to point out that this was somebody's child that it was happening to and they went about it like it was their own child. These boys in the unit were around the same age as my son and I imagined how I'd feel if somebody did it to my son. I treated them in the way I'd want to treat my own children. We were supposed to be corporate parents and good role models, and give them positive experiences as a stand-in parent.
110. 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. [REDACTED] HIZ and [REDACTED] KBP started working at Kerelaw at the same time as me and they were on that training course, but [REDACTED] KBP been trained by the prison service. When it came to the disciplinary inquiry into [REDACTED] KBP and [REDACTED] HIZ, run by Carol McCaig 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. [REDACTED] KBP and [REDACTED] HIZ 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 [REDACTED] KBP.
111. There were around 40 – 50 of us at the training for five days. At the end we were asked if there were any questions and I was the only person to put her hand up. I asked 'what

happens if you don't want to get in a restraint or you don't agree with it'. The trainer replied 'you assist your colleague and you get in the restraint and you do it and you can ask the questions later'.

112. In the children's unit in Glasgow that I went to work in after leaving Kerelaw I met a boy, [REDACTED], who commented that he wouldn't send his dog to Kerelaw. I told him we weren't all the same and I wouldn't put my dog in there either. He described to me that he got put in there for one night as a frightener. The staff in Kerelaw also used to put kids from the open unit into the secure unit for a night as a frightener. [REDACTED] told me that the minute he was inside Kerelaw he was 'decked' or put down to the floor and manhandled by staff.
113. I assume, from experience, this would have been done by four or five people. He was told he wouldn't be getting up to anything in that unit and they were threatening him. There would be three staff on duty in a unit, but if a restraint was required there would be staff coming in from another unit. That was common. The boy didn't need to have been doing anything wrong to be restrained.
114. The staff in the unit waiting for him to arrive would be saying things like 'he'll be eating carpet when he comes in' and they would be saying that about the boys coming in, in general. As [REDACTED] was telling me this story I knew which member of staff it was who'd done it and they weren't even from my unit, but they used to come through to it for restraints. [REDACTED] was put in Kerelaw just the once. The staff would restrain the boys as soon as they came in to teach them a lesson and show them who was the boss. I think a lot of the staff felt threatened by the boys, even though the boys weren't doing anything wrong or threatening.
115. To this day I have never had to initiate a restraint. I don't agree with using a restraint and I don't see there is any need for it. I'd sooner pull the door shut on the boy and call the police if things got that out of hand.
116. There is a boy in my current unit and he told me something that I already knew had happened in Kerelaw, but I wasn't there because the other staff used to send me away

quite a lot when there was going to be a restraint. I foolishly used to think that was because I was female. One day I was with this boy, [REDACTED], from Ayr, in the smoke room with another staff member called [REDACTED]^{KBP} who was the boy's key worker. We were standing chatting and the boy said he had family in Shotts and I said I had a friend who lived in Shotts and we were talking about the nightclub in Shotts. It was just a casual, friendly conversation.

117. Then I got shouted out of the room and as I walked out of the room there were a lot of males from other units standing outside. I was told that Shona and [REDACTED]^{KBT} wanted to see me in the main office and I said ok and thought nothing more of it. I went to the office and they were talking to me about things that were not important. When I was able to get out of the office and went back to the unit to see the boy I was astonished because they'd restrained him. He said to me 'I didn't give them the satisfaction of letting them hurt me, [REDACTED]^{HRZ}. I put myself down'. He was quite a well-built boy and muscular with it from weight training.
118. I had to apologise to him as I felt that he thought I knew what was about to happen. I never knew that was going to happen, but I probably wouldn't have been able to do anything anyway and I'd probably have been put out of the room. I asked [REDACTED]^{KBP} why he allowed that to happen when he was the boy's key worker and he claimed he didn't know it was going to happen either. I was told that the boy had called the unit manager, Shona, a 'cow'. After that the staff phoned all the male staff they could from other units to get them to my unit to restrain him. The boy told me the minute he saw the staff he knew what would happen and put himself on the ground.
119. It seemed to always be the same group of male staff involved in restraints and they didn't have to be men who were a big-build. One of the guys who always seemed to be involved in restraints was [REDACTED]^{IDB}. At first I thought I wasn't involved because I'm female and I was slightly built. I did also challenge the use of restraints as a lot of them seemed ridiculous.
120. I had a key boy called [REDACTED] who lived in Cadder. He used to make a certain noise before he kicked off. He used to want to go up to the girls unit a lot as he liked

to talk to the unit manager ^{KBT} [REDACTED]. I used to ask her not to encourage him to do that as when he went to the other unit, other staff like ^{KBP} [REDACTED] and ^{HIZ} [REDACTED] would come up to get him. If I was on duty I would just go and get [REDACTED] and humour him. ^{KBP} [REDACTED] had worked in Bowhouse prison before going to Kerelaw. A lot of staff members had worked in prisons before coming to Kerelaw. ^{KBP} [REDACTED] liked to stand with his hands behind his back and swing his keys. I used to be taken aback by this. He also used to stand back to watch the boys lining up in the dining hall. I used to wonder to myself why he was doing that.

121. [REDACTED] left Kerelaw to go to Stairley Hall which is a place in Fife that is similar to Kerelaw. We took him to visit the place to show him around and I went with a staff member from the secure unit. There was a resident kicking off in the unit in Fife and the colleague from Kerelaw secure unit wanted to intervene, but the Stairley staff dealt with it so well in my opinion. [REDACTED] was thriving in that unit after being in Kerelaw. I felt that the majority of staff in Kerelaw were like that and constantly ready to react to a situation.

122. There used to be a board with a set of cards that had the residents' names on them, so each child had their own card. ^{KBP} [REDACTED] used to point at the individual cards and the names and say words like 'wank', 'wank', 'arsehole', 'prick' and go down the whole list of names at the changeover when he was coming off shift and someone else was coming on shift. If I was there at changeover that was generally what he was like and never said anything nice. He just had a smug laugh about it.

123. ^{IXI} [REDACTED] was a boy in my unit and his sister [REDACTED] was in the girls unit at Kerelaw. They were from Castlemilk. ^{KBP} [REDACTED] had broken ^{IXI} [REDACTED]'s arm. I don't know how he broke his arm, if it was pulling him out of the van or what. ^{IXI} [REDACTED] was very thin, like a skeleton. ^{KBP} [REDACTED] had to write a report about it. I must have been on early shift with ^{KBP} [REDACTED] and the minute that Elaine Swann came in to the unit she was told to write a report and copy what ^{KBP} [REDACTED] had written. John Muldoon told Elaine Swann to write a report as child protection were 'all over this' and they had to get their story straight. ^{IXI} [REDACTED]'s social worker must have been onto Kerelaw about his broken arm.

124. Elaine Swann was a nice and caring person and I relied on her a lot. I thought Elaine was a stronger person than me, but it turned out she wasn't. Sometimes when the children came to me with complaints then I sent them on to Elaine so they wouldn't always come to me. I'd always held Elaine Swann in high regard until she went into work and copied ^{KBP} [REDACTED]'s statement that he'd written about how ^{IXI} [REDACTED] ^{IXI} [REDACTED]'s arm was broken. I wasn't happy about that. I think that happened before the undermining of our friendship by the unit manager. I knew Elaine was on beta blockers and anti-depressants. She also told me John Muldoon gave her a fireman's lift when he worked in the girls unit once in front of all the staff and humiliated her. It left her in tears and she wanted to leave her job.
125. Another boy in my unit, ^{KHU} [REDACTED], 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. ^{FSY} [REDACTED] and ^{HIZ} [REDACTED] 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 ^{KHU} [REDACTED]. 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.
126. I witnessed ^{IDE} [REDACTED], from the unit next door, Fleming, standing with his foot on ^{IDE} [REDACTED]'s head while he was calmly rolling up a cigarette. He would come through to us when there was going to be a restraint. Jackie Hutton had come in from the next door unit one time when they were restraining ^{KHY} [REDACTED] and wanted to be involved in the restraint to ensure they did it properly. ^{HIZ} [REDACTED] and ^{KBP} [REDACTED] told her to go away, but she wanted to help and they demanded she go away. After that, ^{KBP} [REDACTED] and ^{HIZ} [REDACTED] had asked at my team meeting 'what happens if someone comes in from another unit and tries to take over'. John Muldoon told them they should tell 'her' to fuck off. It was clear who he was talking about and why. Another staff member wanting to take over a restraint is normal as restraining someone can be so tiring. For some reason ^{IDE} [REDACTED] ^{IDE} [REDACTED] was able to come in from another unit to get involved in a restraint and he came in a lot.

127. There was a boy in my unit called [KHV] [KHV] dad phoned earlier that day to say [KHV] had stolen his younger brother's PlayStation. The dad was planning to deal with it and speak to [KHV] himself. I wrote it up in the logbook as I should. [HIZ] decided to restrain [KHV] 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. [HIZ] called [KHV] every name he could think of. [KHV] was a boy who couldn't read or write.
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, [HIZ] was telling [KHV] 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 [HIZ] during it to stop speaking during a restraint when I was there.
129. [HIZ] did it again and I went to my senior and told him to have a word with [HIZ] about speaking through a restraint and the content of what he was saying was disgusting. [HIZ] claimed never to have known about this rule when he was spoken to by the senior. He had the same training as me and he'd worked in Quarriers before Kerelaw. He was someone who blamed everything on the unit manager when the investigation into Kerelaw was carried out.
130. [HIZ] and [KBP] 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 [HIZ] and [KBP] 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 [HIZ] and [KBP] 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'.

131. I don't think this happened in the other units, just the one I worked in with ^{KBP} and ^{HIZ}. 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.
132. Two of the residents, ^{KHY} and were away at the ice skating rink and they came back and everything seemed was fine. Then wanted to batter ^{KHY} for some reason and we could see her coming from her unit and she was angry. I sent her away to her unit and I started to walk back there with her. She told me she didn't know how I was sticking up for ^{KHY} because he tried to touch up my niece. I knew nothing about this and decided not to react. I then spoke to ^{KHY} who denied knowing what was going on. He told me he had met at the skating rink in the town and he denied anything happened.
133. I spoke to who was in tears and afraid I'd tell her dad that she'd been talking to a Kerelaw boy. ^{KHY} had tried to touch her body and she'd waved his hand away, but to her it wasn't a big deal. ^{HIZ} and ^{KBP} wanted to know what happened and were determined they would batter ^{KHY} 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.
134. 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. ^{HQP}, who was a female version of ^{HIZ} and ^{KBP}, sat up looking proud and so did ^{HIZ} and ^{KBP}. ^{HQP} used to kick the children in the shins and call them all 'mate'.

135. There was an older worker ^{EUC} who was very friendly with ^{HQP} 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 were quite close, he was a staff member He said to me he couldn't believe this and there were ^{HQP} and ^{HIZ} and ^{KBP} 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.
136. ^{KBP} moved on from Kerelaw to work in Glasgow and was promoted to a senior role and openly told people he was a bastard in Kerelaw but he was alright now and claimed to have changed. I went into the unit that he moved onto and I had to highlight that I'd been up against him in an investigation. Not long after that ^{KBP} was to leave this other unit.
137. The staff didn't search children for any weapons they might use to self-harm with. We went to a conference where self-harming was discussed and we were told to teach the children how to self-harm safely and keep their injuries clean. That was back at the time I worked in Kerelaw.
138. Punishments and restraints were not recorded in a log. There was meant to be a record of them happening, but half the time it never happened. There was meant to be a debrief after a restraint and that didn't happen at all. Staff are meant to discuss how they felt about it and what could be done differently. The child just had to say a word out of place and got restrained.
139. I stayed on in the unit once for the night shift to come on and I couldn't believe how they had all of the boys lined up like they were in a borstal. That wasn't what the day shift or the back shift did. The boys didn't get the last cigarette unless they did this. It was like they were medicated as they were all standing to attention and waiting to get

a quick game of pool and a last cigarette. HJG said they do what they're told on his shift. The staff held the fags. There were fag boxes with their names written on them and staff dished them out otherwise they'd just smoke them all straight away. The parents had given their consent for their children to smoke and then the staff were in charge on a day to day basis.

140. There was a boy called FYY who was a boy I looked after in care and now he's a staff member and I work with him. He was telling me about one of the staff members called FSY who used to get all the boys together. He was really sly. He would tell them there was a new boy coming in the unit and he would tell them what the new boy was coming in for and what he had done. This meant the other boys could set about the new one and could put him in his place.
141. There was a boy called [REDACTED] and he didn't get home leave to at weekend as he had sexually abused a child in his home area. He was always in Kerelaw at weekends. He was playing a computer game and there was a way in which you could cheat on this game to move up a level and these 'cheats' had just come out. I told [REDACTED] I'd go home and ask my son about it as I'd heard him speaking about the 'cheats'. [REDACTED] had been really frustrated that he could get past a certain level on his game. I told him if I was in the Stevenston area that night I'd come back to the unit if I could help him out with these cheats and I knew it was likely I would be in the area.
142. I came back to the unit later on with the cheats as my son had written down how to do it. KBT pulled me in with INM and she gave me a rollicking and had me in tears and told me 'you do not come in here when you're not working. We don't do things like that for them'. Coming into the unit when you weren't on shift was a major issue. I didn't understand what the problem was.
143. We also had an asylum seeker boy and I brought my son's old clothes in for him. The unit manager wanted to know why. The boy had no clothes. In Glasgow the boy would have been taken out to the shops and the clothes he needed would have been bought for him. Not in Kerelaw. My son's clothes were too small for him so they didn't fit and he had to walk about with what he had come in with. There was a clothes budget, but

he was last on the list. In Glasgow the minute someone comes in with nothing the staff take him out and buy them what they need. That should have happened with him.

144. The clothing allowance is rotated and he could have waited a month before the allowance came to him. The boy was the first asylum seeker they'd had and they did not take well to that at all. I think the male staff were scared of him and his size. [LEF] [LEF] [SNR] came down to the unit and tried speaking to him in different languages. I think he was trying to catch him out. The boy had not been in court and he was in Kerelaw just because he was an asylum seeker. He'd gone to the homeless office in Glasgow and they sent him to us. I think he was from Iran or Iraq and I believed he had gone through some trauma as I saw serious scars on his body. He left our unit when he was found a bed in a supported unit in Glasgow.
145. Jackie Hutton had witnessed a staff member called Elaine Stevenson from Fleming unit kissing one of the young boys. She went on later to have a baby with this young boy while he was still in Kerelaw. She used to take some of the boys out in the van they'd get full of drugs and smoking hash and taking ecstasy. They were coming back high on it. She'd also let them drive the vehicle too. Jackie had had enough. Elaine Stevenson used to get the boys to bring her drugs back from their weekend leave. She'd be there to meet them coming in.
146. One of the staff from a female unit, [REDACTED], [INM] [REDACTED] s daughter, and one of the girls saw the boy and Elaine Stevenson kissing in a room. Jackie decided she needed to report this and she spoke to the investigating officer who was a friend called [KBS] [REDACTED]. He told her it had never happened. He was answering her back rather than taking the statement. These events happened before I started working at Kerelaw.
147. Sometime later I was in the pub one night with Jackie and [KBS] [REDACTED] and she told him that he knew it was true and did nothing. He told her his hands were tied. The big bosses in Kerelaw knew about it and knew Elaine had a baby with a boy in her care and she also had two other children and a husband. The husband had thought the

child was his. Elaine Stevenson had also booked hotel rooms for her and the boy. She ended up in a criminal court over this matter.

148. When the boy was getting out of Kerelaw as he was old enough, Elaine had a fall out with the boy and his mum phoned Kerelaw and said she was going to go to the papers. The bosses had ignored what Jackie saw and other staff too and swept it under the carpet. Jackie didn't want to phone the local authority and blow the whistle herself because of this experience and she thought they'd just shut her down.
149. ██████████ was a key child of mine and he used to get put in his room a lot for 'time out', as did a lot of the boys. ██████████ couldn't stay in his room and he'd always open the door and ask if he could come out. I used to tell him to go back in his room. The other staff would say 'the more you come out, the longer you're staying in that room'. I could see there was something upsetting him. When I finally got to see the background information on him I saw that his mum used to go out and leave him in his room. He'd go and get knives and hide them under the duvet cover, terrified that someone was going to come in the room.
150. When I got this information through his social worker I went to the unit manager asking if ██████████ could get time out somewhere else. Being shut in his bedroom clearly brought back memories of traumatic events and it was why he behaved the way he did. He liked to sleep with the door open and didn't like it shut. The unit manager said to me that was fine, but the staff put ██████████ in his room even more even though John Muldoon had agreed he wasn't to be.
151. The thing with ██████████ that made me whistle blow was the behaviour of a worker called ^{HJG} ██████████, who I believe is no longer alive. He abused ██████████ really badly. I would come in to work and I would beg ██████████ to stay in his room overnight and go to sleep and I would come back in the morning. There was always an issue with him wanting his door open.
152. One time I went into work for the morning shift and ██████████ had the full imprint of ^{HJG} ██████████'s big army boot on his back. ██████████ showed it to me and told me ^{HJG} ██████████

had done it. HJG [REDACTED] had knocked him to the ground and stood on him. That will have been because [REDACTED] wanted his room door open. The other staff took the attitude that what happened in his family home was in the past and he was somewhere different now. He should have been allowed to have his door open. That's what finally made me whistle blow. With regard to the injury to [REDACTED], I'd told the unit manager John Muldoon. I also spoke to the social worker about the injury to [REDACTED] and where the reports went I don't know.

Reporting of abuse at Kerelaw Residential School

153. My friend Jackie Hutton was trying to make me make a report about Kerelaw. The whistle blowing about what happened to [REDACTED], was really about the whole school. John Muldoon had a knack of letting you think people in high up in the local authority were his pals. This included Bill Adam, I think he was Director of Social Work at Glasgow Council, at the time so I used to wonder who I could tell about what was going on. I lifted the phone about four times and asked to speak to Bill Adam in the local authority and I put the phone down before I got through to him.
154. When Bill Adam and John McKernon were down to investigate the school my unit manager would walk around the unit saying 'they're not going to get me. I'm too much of a slippery fish'. I found out that Bill Adam was never his friend despite his claims and he'd made it up. I think he just said it to stop us speaking out of turn, although I don't think any of us would have spoken out.
155. The Care Commission came in for their normal inspection in the March when all these incidents described in my statement were ongoing and gave it a good report. Then in the May I blew the whistle by speaking to Bill Adam and telling him that someone needs to come to this school to look at all the things going on and happening to children. I then hung up the phone.
156. The Care Commission was meant to do both an announced and unannounced visit every year. They came back in the June of that year to inspect it because of what I'd

said and gave it a damning report. In the June the staff were on their best behaviour as they knew something was up, but they were at their worst in the March. They didn't speak to me when they came in for the inspection and I have no memory of speaking to the Care Commission myself at Kerelaw. I'm not sure if they spoke to staff, children and the parents back then and they should have done in my view.

157. I can only remember speaking to someone from the Care Commission and telling them Geilsland was much better than Kerelaw. I can't recall who that was. I didn't know much about the Care Commission and how they worked back then, but I know a lot more now and I openly speak to them when they come to the unit I work in. They speak to certain children and certain staff and they look at the logs. They might grade their findings differently now especially as staff are now qualified and they weren't then.
158. After the June report the Care Commission announced the school was to be shut down. It was finally shut by the Christmas time of that year. I was working there until it shut. I think this was 2007, but I'm not sure.
159. When the school was being shut down the managers were being walked off the premises. They were under investigation. The other residential social workers did what they liked, but when it suited them at the investigation into Kerelaw, they used the unit manager as a scapegoat to get themselves off. I don't think that's right. I didn't have a goal or an aim and I didn't think about it at the time, but I do now. They should never have been allowed to keep their jobs. At the time I didn't think that as there was too much going on and it wasn't my motive to get them the sack. I didn't even think about them being sacked. I just went and told the truth and that was it.
160. ^{KBR} [REDACTED] was a guy who worked in Kerelaw but he never did any work and just used to walk about with a newspaper and sit in a corner to read it. He was a lovely guy and was smiley and chatty. We worked in the unit next door and not on mine, but came into mine for a coffee. He came up to me after the whistleblowing and everyone knew it was me who did that and everyone used to go silent when I walked into a room. Everyone was against me and told me I'd got the school shut down.

161. [KBR] came up to me to shake my hand and told me it was the best thing I'd ever done. He told me he couldn't be happier. He told me he was forced to work there by the Job Centre. Years ago the Job Centre used to give you six weeks to find a job and if you didn't, they'd find one for you. People got put in Kerelaw to work this way. [KBR] never liked kids and never wanted to work with kids and had no qualifications and no disclosure certificate. It was a dumping ground for both staff and children. There was a high turnover of staff and a lot of staff got bullied.

Leaving Kerelaw Residential School

162. When the school was shutting we were to be re-deployed within Glasgow. I was in Kerelaw until the very end. When the school was closing the staff were saying they weren't going to drive to Glasgow and they weren't going to re-locate and it was all because of me. One guy who worked at Kerelaw called Terry came up to me and told me 'I've got a wife and mortgage to think about, what am I meant to do now'. He was another one who may not have abused children at Kerelaw, but he knew it happened and he turned a blind eye to it.
163. My view is that if the staff weren't abusing the children, they'd witnessed it and it made them just as bad. I admit it took a lot to make me speak up as I didn't have the confidence to do it at first. When the children came to speak to me I used to ask them to speak to Elaine Swann as I thought she was stronger than me and I was getting into trouble for making complaints for the boys.

Impact

164. The things going on in Kerelaw had an impact on my relationship with my mum. She said she'd told me not to go and work there and she wouldn't have ever wanted me to speak up for the children and would prefer me to ignore what was happening, though my dad would encourage that.

165. I spoke to my doctor at the time about the impact on me and the effect on my health. I don't trust the external people enough for me to speak to them about concerns. There isn't anyone external to the units now that I could speak to about concerns. At the time there was no one to turn to and it's no different now. I've had some good unit managers since leaving Kerelaw. The unit manager should be the first person to speak to about issues with colleagues.
166. My own relationship ended. My partner worked away from home off-shore and didn't understand my job and didn't want to try. By that time I no longer lived in my home town as I'd moved to live with him in his own town. I felt I couldn't move back to my own home town as my name was mud because I spoke up about Kerelaw. I never moved back.
167. There was another woman called Joyce, a staff member in Baird, and John Muldoon made her a nervous wreck. It was through him that Elaine Swann was on medication and was a nervous wreck. I didn't go to my doctor as I'd always been brought up by my dad telling me never to take antidepressants and they would just mask a problem. I stuck to that. My work still affected my health. I was put on steroids and I'd developed asthma. I didn't drink much alcohol and before I knew it I'd be phoning my children when I left work to ask them to run a bath and pour a glass of wine for me coming home. I started drinking and put on weight.

Reporting of Abuse after leaving Kerelaw

168. The police have set up Operation Chalk which is continuing to look into abuse at Kerelaw. I understand they have access to the logs books written at Kerelaw and are contacting the people involved.

Lessons to be Learned

169. The staff at Kerelaw did their training through Brook Street at Glasgow's training centre. How could they fit in one day day-release training into my four and a half days that I did in college myself. I don't think their qualifications are worth the paper they're written on. They didn't go to college they went to that training centre one day a week. I often wonder about that and the value of their qualifications. I don't think you can change people and no qualification can do that. It might highlight issues, but they just don't care.
170. Another bugbear of mine is sitting at a team meeting in my current unit and the staff don't say anything. I always have something to say and have an opinion and challenge things and want to be told if anything is wrong, but the others don't and walk away from the meeting and dismiss what has been say 'I'm not doing that'. I want them to go back in the room and say that as it's an attitude I can't stand. They pretend to agree in the meeting but be dismissive afterwards and moan about it. They should explain why they're not going to do what they've been asked to do. Some people are difficult, but they won't have a discussion about it. They are not open to new ideas.
171. There should be regular shift changes so staff are not always working with the same people and too comfortable with each other. They say it's in the best interests of the child to have a regular face and a regular worker, but I can go into other units where I don't work and the kids run to me and they've not seen me for months. Sometimes a change of face is good.
172. I think staff need to be moved about to work in other units and not employ people who refuse to work in any other unit. That worries me when another unit is alien to them. When our unit had no kids in on the weekend I offered to work in another unit when they were busy or at least had kids in and they've said no as they would never work on my unit. If our unit was busier than others they wouldn't come into help us.
173. I was contracted to work in Kerelaw as my substantive post and some people at the same time as me were contracted to work in Glasgow city council, city-wide, and at Kerelaw I was put in a unit and assigned to it. Others outside of Kerelaw were city-wide and could work in any unit, mine wasn't but I'd go to any unit. The ones who were

contracted to any unit wouldn't and refused to leave where they were. Experience of working in other units is needed.

174. There needs to be more inspections and unannounced ones especially. Staff know the inspectors are coming to their unit and they get their paperwork done. The unit should be inspected for what it is. In my unit now the logs are written up in the computer and you can see when things were typed. People moan about that now. The logs are typed and legible and they are to be written as if we are writing a letter. I do that and I think about the child reading that in forty years' time if they want to see their records. A lot of other staff are struggling with it as they are expected to write positive things and can't whinge like they do in the comms book. The comms book was a folder with paper in it with holes punched in them in Kerelaw that was easy to photocopy. There's not enough strictness on the content of information and where it's going and so much of it can get lost or not spoke about or not done.

Other information

175. There was a social worker Shug Williamson who worked at Kerelaw and had a lot to say about the place and how they got rid of him.
176. I have no objection to my witness statement being published as part of the evidence to the Inquiry. I believe the facts stated in this witness statement are true.

HRZ
[Redacted Signature]
Signed
Dated... 10th November 2020