

Statement of Colonel Clive Knightley

Introduction

1 I am Colonel Clive Ansell Knightley. My date of birth is the [REDACTED] 1957. I enlisted into the Army in January 1976, was commissioned as an officer into the Royal Regiment of Artillery in August 1978, and retired from the Regular Army in May 2012. My last Army appointment was as the Colonel of the Army Welfare Service, which appointment I had held since December 2009. The Army Welfare Service is the Army's professional Welfare provider, responsible for the welfare needs of individuals and families, including child and adult safeguarding. I took up my current post as Assistant Head Policy and Plans with the MOD Directorate Children and Young People in June 2012, as a full-time Army reservist. I am based in Trenchard Lines, Upavon, Wilts SN9 6BE.

MOD Directorate Children and Young People (DCYP)

2 The Ministry of Defence (MOD) is the UK Government Department, headed by the Secretary of State for Defence, responsible for defence of the United Kingdom and its overseas territories. The MOD sets policy for the Armed Forces and sets the conditions to ensure they are effectively managed. The Directorate Children and Young People was created in 2010 and assumed responsibility for the MOD-owned Queen Victoria School. The DCYP vision is that "all our children and young people flourish and achieve their full potential".

3 DCYP acts as the Defence lead for all service children and young people issues. It is led by Mr Mike Cooper, a senior civil servant, who in turn reports to Lieutenant General Sir Tyrone Urch (Commander of the Army's Home Command), the senior MOD officer who holds overall tri-service responsibility for service children and young people issues. The work of DCYP falls into six broad areas of responsibility:

- Strategic direction and policy;
- Provision of high-quality education in MOD schools and settings;
- Safeguarding children and young people;
- Supporting the Armed Forces Covenant;
- Direct support and advice to service families with matters on a wide range of education matters;
- Educational psychology and social work services.

4 The Safeguarding role is responsible for ensuring consistent and rigorous approaches to safeguarding and promoting the welfare of children and young people across Defence, this includes in MOD schools.

- 5 My specific responsibilities within DCYP are to oversee all issues related to policies, plans, risk management and data in relation to children and young people, on a day to day basis. DCYP responsibilities include Queen Victoria School in Dunblane which is the only remaining MOD school in the United Kingdom. I am one of two MOD representatives on the Board of Her Majesty's Commissioners for Queen Victoria School.

Queen Victoria School, Dunblane

(i) Governance - History

- 6 Queen Victoria School was set up by Royal Warrant in 1905. There have been changes to the Royal Warrant over time, for example to allow the school to accommodate children of those serving in the Royal Air Force and to allow it to become co - educational, but my understanding is that the basic Constitution and governance of the school has remained the same. The Secretary of State for Defence is ultimately responsible for the school and it is run by the MOD (Formerly the War Office) through a Board of Her Majesty's Commissioners (HMC). The MOD maintains two representatives on the Board. As I understand it in terms of education in Scotland, QVS is unique. It is neither an independent school, nor a State school, and it is the last MOD School maintained within the UK.
- 7 From about 1992 to 2005 QVS was treated as an Agency of the MOD. My understanding is that in those years the Head Teacher had much more autonomy in running the school: QVS had control over their allocated budget and more freedom about how it was used. The school was not part of the "MOD schools" structure at that time, it was an independent agency reporting annually to the MOD. In 2005, QVS ceased to be an independent agency, but remained separate from the MOD Schools structure.
- 8 In 2010 when DCYP was formed, QVS became part of DCYP and became increasingly aligned to the wider MOD Schools structure, giving QVS greater access to teaching and learning resources, and to professional mentoring and guidance. DCYP also assumed line-management responsibility for the Head Teacher, on behalf of the Chair of HMC.

(ii) Governance - HM Board of Commissioners

- 9 The most recent Royal Warrant in 2018, confirms that Governance remains with the Secretary of State for Defence, via the MOD, through a Board of Commissioners. The most recent HMC Governance Manual is dated February 2020.
- 10 I am one of the two MOD representatives on the Board of HMC at the MOD's Queen Victoria School in Dunblane. I represent the policy element of MOD involvement. The other MOD representative is an educationalist, Mr Andy Yeoman. He is an Assistant Chief Education Officer in DCYP, and also line-manages the Head Teacher on behalf of the Chair of HMC. We monitor and report back to the MOD on the functioning of the school. The Board meets every

term. There are three terms. It is through that insight that I routinely report back to the MOD. Ultimately we report to the Commander of the Army's Home Command who in turn reports to the Secretary of State for Defence as described above. Mr Yeoman is also a member of the HMC sub committees dealing with Education and Admissions, and Safeguarding and Child Protection; and we both attend other sub committees (General Purposes, Health and Safety, Trust Funds) if required.

(iii) **Governance - MOD**

- 11 QVS is wholly funded by the MOD, with an annual budget of c£7M. Parents make an annual contribution of £1,335 per pupil to defray ancillary costs. The MOD is also responsible for all infrastructure costs, including capital works.
- 12 As part of the MOD QVS is subject to MOD policies and regulations; those policies and regulations are generally issued as Joint Service Publications (JSPs), and include policies for the safeguarding of Service children, for the education of Service children, and for the disclosure and barring processes for those working with children. It is important to note, however, that within the UK such MOD policies and regulations related to children and young people remain subordinate to statutory direction and guidance issued by Her Majesty's Government and/or the Devolved Administrations. In the case of QVS this means that for all issues related to, for example, curricula, safeguarding, child protection, and complaints; the School must follow Scottish law. In the case of complaints, the only difference is that complaints that reach Level 4 of the QVS Complaints Policy may be referred to DCYP for final decisions.
- 13 All staff at QVS are MOD employees. The MOD recruitment rules apply. Defence Business Services (DBS) act as the MOD recruiters in relations to civilian staff (including teachers). All teaching staff are civil servants and subject to many of the same terms and conditions as other MOD civil servants. The MOD has overarching responsibility for employment issues (recruitment, retention, management and discipline) at Queen Victoria School.
- 14 In relation to recruitment of teachers there is MOD recruitment guidance for teachers, the most recent of which is 2010. This guidance makes it clear that the MOD is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. In addition to normal MOD recruitment processes, the School also process the required references and Disclosure Scotland PVG applications for all applicants for teaching posts.
- 15 QVS is also bound by the MOD Misconduct and Discipline procedure. The last update of this policy was in 2019. This is the procedure to be followed in the event of alleged staff misconduct and the discipline process thereafter. The role of the DBS (Defence Business Services) case work services is included in this policy. There is also information on employee support and

advice. There are procedures for carrying out the investigations and guidance regarding penalties.

- 16 Civilian personnel are required by MOD employment policies to report to their line manager if they are arrested or charged by police, given a policy caution or convicted of a criminal offence. On becoming aware of an arrest, charge, caution or conviction the line manager must review the situation and if applicable instigate the allegation management procedures in order to determine whether the individual is still suitable to work with children or vulnerable adults and if not act accordingly (for example by suspending an individual pending the outcome of a case).

(iv) Governance - Line Management

- 17 The line-management of the Head Teacher is undertaken by the DCYP Assistant Chief Education Officer (a qualified and experienced educationalist) who is my fellow MOD representative on the Board of Her Majesty's Commissioners. In line with the Schedule to the Royal Warrant this line management is conducted in close partnership with the Chair of Commissioners. For each academic year reporting objectives and success criteria are agreed with the Head Teacher and then approved by the Chair of Commissioners. Formal reviews of progress towards these objectives are conducted at the end of each term.
- 18 The Head Teacher line-manages the three Deputy Heads, who in turn line-manage the 13 Principal Teachers, who in turn line-manage the 22 teachers. The Head Teacher also line-manages the School Business Manager.
- 19 QVS mirrors the line management of teachers in Scottish local authorities - including an annual Personal Review and Development (PRD) meeting in line with expectations from the General Teaching Council of Scotland (GTCS). This PRD involves setting, evaluating and reviewing annual targets, which are linked to the GTCS standards and is generally in line with MOD appraisals for civil servants. It should be noted that all QVS teachers are GTCS registered (now a mandatory requirement) and in addition to normal line management, they must complete a Professional Update on a rolling 5-year basis with the GTCS in order to remain in teaching. This basically involves showing that their training records and PRD records are up to date and reflects the need to have continuous Professional Development and training, something that the MOD is exceptionally good at supporting.

(v) Other Agency Involvement

- 20 The Scottish Government and the Local Authorities work collaboratively with the Ministry of Defence and service families at all levels, including Education. The relevant local authority in Dunblane is Stirling Council. In relation to Queen Victoria School, this means that Stirling Council have statutory responsibility for safeguarding the children and young people who attend the school in addition to the safeguards provided by the MOD. If an offence occurred in relation

to the abuse of any child in QVS, the Local Authority and Police Scotland would lead on all aspects, not the MOD.

- 21 Education is a matter for Devolved Governments. For QVS this means that GIRFEC (Getting it Right for Every Child) and the Curriculum for Excellence apply in the school. All staff are required to have a Disclosure Scotland Certificate. QVS is also subject to the routine inspections of HMIE and the Scottish Care Inspectorate. The Board and therefore the MOD get copies of all the reports and work together on any action points raised. The last HMIE Report which I am aware of was in 2014. The last Care Inspectorate Report which I am aware of was in 2018.

Scottish Child Abuse Inquiry

- 22 I have been involved in preparations for the Scottish Child Abuse Inquiry since the first s21 notices were served in 2018.
- 23 As a result of my involvement in preparations for this Inquiry and in my involvement with the school since 2012, I am aware of certain allegations of abuse against the school and I have seen information published in the media. As far as I am aware all the cases being considered by the Inquiry are prior to 2014 and all predate my involvement in the school.
- 24 Since 2014 I am aware two further cases where staff have faced criminal charges involving children. In 2016 Mr Gerard Buchanan, then a teacher at the school was convicted of charges related to indecent images involving children on his home computer and received a supervised community order. The police investigation had revealed no links to pupils or computers at QVS, and Mr Buchanan was dismissed from the School and from the Civil Service. On 18 February 2019 allegations of sexual assault were made against Mr James Clark, the School Drum Major. Mr Clark was immediately suspended, and the police informed. On 22 February 2019 he was charged with fourteen offences relating to sexual assault/ inappropriate behaviour against two female pupils. His trial has been delayed due to the pandemic, but he has been dismissed from the School and from the Civil Service.
- 25 Since I have been involved with Queen Victoria School in 2012, I have not seen any evidence of abuse there beyond the 2019 case above.



25th March

(Signed) (Dated) 2021

Colonel CLIVE ANSELL KNIGHTLEY