

TERMS OF REFERENCE

ST ANN'S SPECIAL SCHOOL

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The Investigator is empowered and requested:-

1. To inquire into and to identify the policies and practices (if any) at St Ann's Special School ("St Ann's") during the period from the commencement of 1986 to the end of 1991 ("Relevant Period") in respect of the advertising for, interviewing, selection and appointment of staff members ("Selection Process").
2. To ascertain whether or not during the Relevant Period there was anything in the nature of a "usual" or "normal" practice in respect of the Selection Process.
3. To ascertain how and by whom the "usual" or "normal" practices (if any) were developed.
4. To inquire into and report on the process by which Brian Perkins was appointed to the staff at St Ann's in 1986 and in particular whether or not that process was consistent with the "usual" or "normal" practice.
5. To ascertain whether or not Brian Perkins was reappointed to the staff at St Ann's in 1989 and to report on the circumstances giving rise to that reappointment.
6. To review and to report on the conduct of the then Principal in the Selection Process as it related to the appointment of Brian Perkins.
7. To ascertain whether or not reasonable steps were taken (and, if so, by whom) in the Selection Process to identify any cause for concern as to the character or suitability of Brian Perkins prior to his appointment to the staff at St Ann's in 1986 or in 1989.
8. Specifically, to inquire into the Selection Process in relation to Brian Perkins and to ascertain whether or not any inquiry was made to the police in respect of Brian Perkins and, if so:-
 - 8.1. when (in relation to the interview and appointment of Brian Perkins) that inquiry was made;
 - 8.2. by whom it was made;
 - 8.3. in what form (i.e. a verbal, written etc) it was made;
 - 8.4. to whom the inquiry was made;
 - 8.5. by whom any response to the inquiry was given;

- 2 -

- 8.6. the form (i.e. a verbal, written etc) in which the response was given;
- 8.7. to whom the response was given;
- 8.8. when (in relation to the interview and the subsequent appointment of Brian Perkins) the response was given;
- 8.9. whether the response was one on which the recipient (and particularly the Principal) was reasonably entitled to rely.

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- * 9. To inquire into and to identify what communications (if any) occurred between the Principal (or any other member of staff at St Ann's) and any one or more of:-

- 9.1. the Board of Management of St Ann's;
- 9.2. the Board of Governors of St Ann's;
- 9.3. the Catholic Education Office; and
- 9.4. the Catholic Church or any of its representatives, divisions or constituencies;

in relation to and consequent on the allegations of sexual abuse by Brian Perkins being raised with the Principal by the police in or about September 1991 and in particular to identify:-

- 9.5. the person or persons with whom the Principal had those communications;
- 9.6. the form (i.e. verbal, written etc) those communications took;
- 9.7. when those communications occurred;
- 9.8. where those communications occurred;
- 9.9. the contents of those communications;
- 9.10. what steps or actions were taken as a consequence of the communications and by whom those steps or actions were taken; and
- 9.11. specifically, whether or not the allegations against Brian Perkins were discussed or considered in any way by the Board of Management, the Board of Governors or by any one or more of the members of either of them.

- * 10. To inquire into and to report on what steps have been taken by the Principal, by any other member or former member of the staff at St Ann's, by the Board of Management, by the Board of Governors, by the Catholic Education Office,

- 3 -

by the Catholic Church or by any other entity ("Support Entities") to identify the students and their families who may have been affected by the alleged conduct of Brian Perkins.

11. To inquire into and to identify what support, assistance or other care is being and has been provided by the Support Entities and, if so, by which of them, to students and to the families of the students who may have been affected by the alleged conduct of Brian Perkins.
12. To identify what support or other assistance was not provided in 1991 or has not been provided since 1991 by the Support Entities (and, if so, by which of them) which reasonably ought to have been provided in all the circumstances.

The logo for EMAL, consisting of the letters 'E', 'M', and 'A' in a stylized, blue, serif font. The 'E' and 'M' are connected at the top, and the 'A' is positioned to the right of the 'M'. A horizontal line is drawn through the middle of the 'A'.

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