

**PART B**

**Outcome of the Investigation**

To be completed at the conclusion of the investigation of the reportable allegation. Please attach copies of supporting final documentation and complete the following:

**7. Details of Agency**

Name of agency:	School 1	
Your case/ref number:	ALLEGATION 1 (SEE REPORT)	Ombudsman reference: C 2009/2155

**8. Procedural fairness (please use one form for each allegation of reportable conduct)**

8.1	Describe the alleged reportable conduct that you put to the employee once you collected all evidence relating to the investigation. Attach copies of all relevant documents including records of interview with the employee, emails etc.  <p>THAT HE ENGAGED IN A PATTERN OF INAPPROPRIATE BEHAVIOUR WITH AND TOWARDS STUDENTS OF KINGS GLENHURST SCHOOL AND A STUDENT AT School 2</p>
8.2	Was the employee invited to have a support person attend the interview with them? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
8.3	What was the employee's response to the alleged reportable conduct?  <p>THAT THE INAPPROPRIATE BEHAVIOUR WAS "PART OF THE NORMAL BUSINESS" AT SCHOOL OF THE SCHOOL MAGAZINE</p>
8.4	If no allegation of reportable conduct was put to the employee for response, please state your reason for this

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## PART B

## Outcome of the Investigation

To be completed at the conclusion of the investigation of the reportable allegation. Please attach copies of supporting final documentation and complete the following:

## 7. Details of Agency

Name of agency:	School 1
Your case/ref number:	ALLEGATION 3 (SEE REPORT)
Ombudsman reference:	C2001/455

## 8. Procedural fairness (please use one form for each allegation of reportable conduct)

8.1	Describe the alleged reportable conduct that you put to the employee once you collected all evidence relating to the investigation. Attach copies of all relevant documents including records of interview with the employee, emails etc.  THE IS ENGAGED IN A PATTERN OF INAPPROPRIATE BEHAVIOUR TOWARDS MANY SCHOOL STUDENTS AND SPECIFICALLY A STUDENT NAMED [REDACTED]
8.2	Was the employee invited to have a support person attend the interview with them? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
8.3	What was the employee's response to the alleged reportable conduct?  THAT IT WAS PART OF THE NORMAL DUTY IN ASSISTING AN INDIVIDUAL STUDENT WITH THE WORK
8.4	If no allegation of reportable conduct was put to the employee for response, please state your reason for this

**9. Investigation outcome**

9.1	Were you able to make a finding <sup>4</sup> for each allegation of reportable conduct?	<input checked="" type="checkbox"/> YES, please go to Question 10 <input type="checkbox"/> -NO, please complete Section 9.2 and then go to Question 11
9.2a	For those allegations where you were <u>unable to make a finding</u> please state your reasons:	
9.2b	For those allegations where you were <u>able to make a finding</u> , please complete Question 10 for each allegation	

<sup>4</sup> For more information about making a finding, including not being able to make finding go to *Practice Update 1/2009 – Making a finding*

**10. Agency Finding for the purposes of reporting to the Commission for Children and Young People**

**ALLEGATION 1**

10.1	Finding	Category of conduct	CCYP requirement
	<input type="checkbox"/> Alleged reportable conduct was found to be - sustained <input type="checkbox"/> Alleged reportable conduct was found to be - not sustained, insufficient evidence	<input type="checkbox"/> Physical assault <input type="checkbox"/> Sexual offence <input type="checkbox"/> Sexual misconduct <input type="checkbox"/> Behaviour causing psychological harm <input type="checkbox"/> Neglect <input type="checkbox"/> Ill-treatment	These findings require notification to the CCYP as a relevant employment proceeding (REP)
	Alleged conduct was found to be: <input type="checkbox"/> Exempted due to Class or Kind agreement with the CCYP, but was: <input type="checkbox"/> Sustained <input type="checkbox"/> Not sustained <input checked="" type="checkbox"/> Not reportable conduct <sup>5</sup> <input type="checkbox"/> False <input type="checkbox"/> Vexatious and without substance <input type="checkbox"/> Misconceived	<input type="checkbox"/> Physical assault <input type="checkbox"/> Sexual offence <input checked="" type="checkbox"/> Sexual misconduct <input type="checkbox"/> Behaviour causing psychological harm <input type="checkbox"/> Neglect <input type="checkbox"/> Ill-treatment	These findings are not reportable to the CCYP as REPs
10.2	State the reason(s) for your finding(s): <p style="text-align: center;"><b>SEE INVESTIGATOR'S REPORT</b>  <b>NO VICTIMS WERE ABLE TO BE IDENTIFIED AT KNOW, AND THE CASE DID NOT MEET THE THRESHOLD</b></p> School 2		
10.3	Was the matter sent to the CCYP? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No What category was the matter reported as? <input type="checkbox"/> Category 1 <input type="checkbox"/> Category 2		
10.4	State your reasons for the CCYP category:		
10.5	Date sent to CCYP: Note: Please attach a copy of the CCYP notification form		

<sup>5</sup> Includes trivial or negligible use of force, the behaviour was reasonable for the circumstances, or the behaviour was accidental, or that it was misconduct, but not reportable conduct.

**10. Agency Finding for the purposes of reporting to the Commission for Children and Young People**

**ALLEGATION 3**

10.1	Finding	Category of conduct	CCYP requirement
	<input type="checkbox"/> Alleged reportable conduct was found to be - sustained <input type="checkbox"/> Alleged reportable conduct was found to be - not sustained, insufficient evidence	<input type="checkbox"/> Physical assault <input type="checkbox"/> Sexual offence <input type="checkbox"/> Sexual misconduct <input type="checkbox"/> Behaviour causing psychological harm <input type="checkbox"/> Neglect <input type="checkbox"/> Ill-treatment	These findings require notification to the CCYP as a relevant employment proceeding (REP)
	Alleged conduct was found to be: <input type="checkbox"/> Exempted due to Class or Kind agreement with the CCYP, but was: <input type="checkbox"/> Sustained <input type="checkbox"/> Not sustained <input checked="" type="checkbox"/> Not reportable conduct <sup>5</sup> <input type="checkbox"/> False <input type="checkbox"/> Vexatious and without substance <input type="checkbox"/> Misconceived	<input type="checkbox"/> Physical assault <input type="checkbox"/> Sexual offence <input type="checkbox"/> Sexual misconduct <input type="checkbox"/> Behaviour causing psychological harm <input type="checkbox"/> Neglect <input type="checkbox"/> Ill-treatment	These findings are not reportable to the CCYP as REPs
10.2	State the reason(s) for your finding(s): <b>SEE INVESTIGATORY REPORT THE PATTERNS OF BELIEVING WAS JUDGED NOT TO REACH THE THRESHOLD FOR GROUNDED BELIEVING</b>		
10.3	Was the matter sent to the CCYP? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No What category was the matter reported as? <input type="checkbox"/> Category 1 <input type="checkbox"/> Category 2		
10.4	State your reasons for the CCYP category:		
10.5	Date sent to CCYP: Note: Please attach a copy of the CCYP notification form		

<sup>5</sup> Includes trivial or negligible use of force, the behaviour was reasonable for the circumstances, or the behaviour was accidental, or that it was misconduct, but not reportable conduct.

**11. Final action taken at the end of the agency investigation**

11.1	Describe the action taken by your agency (including risk assessment and management) at the conclusion of the investigation in respect of the employee who was the subject of the reportable allegation: ARH [REDACTED] WAS REINSTATED FOLLOWING THE SUSPENSION, AND GIVEN DIRECTION REGARDING HER PROFESSIONAL MISCONDUCT AND FUTURE BEHAVIOUR. SHE WAS ALSO OFFERED AND ACCEPTED PROFESSIONAL COUNSELLING.
11.2	What other issues arose during the investigation that your agency considers relevant? MEMBERS OF ARH [REDACTED] & STAFF WHO WERE INTERVIEWED WERE ASKED TO FOLLOW SCHOOL PROTOCOL AND PROCEDURE. THEY TOO WILL BE APPROPRIATELY COUNSELLED.
11.3	What other action has been taken or is proposed by your agency as a result of the investigation? (eg training, changes to policies). SEE 11.2: STAFF WILL NEED TO BE REINFORCED ABOUT PROTOCOL IN CHILD PROTECTION INVESTIGATION.
11.4	Date investigation completed: 25 JAN 10
11.5	Date notification completed: 29 JAN 10
11.6	Name, title and signature of person completing notification to Ombudsman:
	Name: REDACTED Signature: REDACTED Title: HEADMASTER

11.1 CONTINUED

I HAVE CARRIED OUT A RISK ASSESSMENT WITH SENIOR STAFF AND THE SCHOOL COUNSELLOR, ARH [REDACTED]'S FUTURE BEHAVIOUR WILL CONTINUE TO BE MONITORED.