

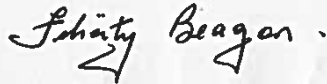
**HISTORICAL INSTITUTIONAL ABUSE INQUIRY (HIAI)  
STATEMENT BY FELICITY BEAGON**

- 1) I am a former Inspector with the Social Services Inspectorate (SSI) now several years past retirement. I have been asked to provide information regarding my involvement with Nazareth House and Nazareth Lodge Homes to assist the HIAI. However, my personal circumstances are such that I have only recently been discharged from hospital, having suffered a significant back injury in a fall. I am in continuous pain to the extent that I have been referred to the pain clinic and am also trying to fulfil visiting responsibilities towards my sister who lived with me and was recently admitted to nursing home care. I have produced the information below only with some difficulty and would respectfully request that in view of this, I might be excused from providing oral testimony to the HIAI.
- 2) I was a member of the Social Services Inspectorate (SSI) from 1987 to 1994. My social work career commenced as a social worker in the Belfast Welfare Department. Following this, I held various senior positions prior to my appointment as a Principal Social Worker in the Northern Health and Social Care Board where I had responsibility for child care services and in particular child protection and fostering services. I held this post for 14 years before joining the Social Services Inspectorate (SSI) in 1987. I retired early from the Inspectorate in 1994.
- 3) During my employment with SSI, I had no involvement with Nazareth House Home which I understand closed in 1984. However, I inspected Nazareth Lodge Children's Home on five occasions between 1988 and 1992. Each of the inspections considered:
  - The Purpose of the home
  - Children and Young People resident
  - Staff
  - The Premises
  - Compliance with the regulations
  - Monitoring arrangements
  - Complaints procedure
  - Financial position
- 4) With the passage of time, I have little memory of the detail of these inspections. However, I recall that the process was thorough, involving an intensive 3-day period spent in the home, interviewing staff, attending staff and other meetings scheduled during this period, reviewing files and other documentation as well as mingling informally with the children. On each occasion I discussed all issues relevant to the inspection with the Heads of

each of the three groups and in this respect, I particularly recall interviewing SR 18 SR 148 and SR 121 I also had discussions with staff and children's primary/key workers who were on duty while I was present in the home. The general practice of SSI Inspectors was to attend staff meetings. I believe I also met members of the administering authority, including the voluntary visitors. Although I did not meet with the home's medical officer, I sought written reports from him.

- 5) Whilst I did not formally interview children, I always took the opportunity to speak with those who were around during the day and in the evenings with a view to seeking to engage the children's interest, explaining the purpose of the inspection and offering them the opportunity to speak to me privately about any matter that they wished. I also inspected the menu, fire drill and important events books that the home was required to maintain under the children's homes regulations. Additionally homes, held a 'sanctions' or 'punishment book which I reviewed.
- 6) Departmental files evidence that I sought information from Health and Social Services Boards' Units of Management who had children placed in Nazareth Lodge, about their satisfaction with the care provided by the home.
- 7) During the periods of my inspections I found the home to be run satisfactorily with a good standard of care being provided to children. Despite a high turnover of staff there seemed to be a happy atmosphere in the home and the staff group appeared to be very committed to the children. The lists of untoward incidents during these times indicated that the home was caring for children with very unsettled backgrounds and who presented, at times, extremes of challenging behaviour. Staff appeared to be dealing well with these difficult situations and any child protection concerns were properly actioned by the home. Indeed, during one inspection, a Board was appropriately investigating complaints made on behalf of some of the children. However, relationships with Boards' staff appeared to be very good and social workers were visiting regularly. The Boards were generally content with the care the children were receiving. The reports of the medical officer for the home also did not reflect any concerns about the health or care of the children.
- 8) I recall that the home's management was trying to improve the level of staffing and the training needs of the staff. During this period the number of children was reduced to thirty children and the per capita rate agreed with the Eastern Health and Social Services Board was raised from £287 per week to £450 per week. This helped to increase staff levels and salaries. The Board had also agreed to second three members of staff on the CSS Course.

- 9) Recommendations arising from the inspections concerned the organisation of children's file materials and fire drill records. It was also recommended that the three voluntary visitors should establish a routine pattern of visiting the same group so that children would become very familiar with them. There were also continuous concerns relating to the institutional character of the building in which the three children's groups were located and my recommendations included the need for the home to move to smaller units in the community.
- 10) Each home was required to return monitoring information annually to the Department. This information was passed to relevant inspectors and I commented on a number of returns made by Nazareth Lodge. The information within them gave me no cause for concern.
- 11) At no time during my inspections or involvement with the home did I receive any complaints from children or staff regarding any issues to do with the care of children nor did I have reason to believe that the care regime within the home left children in any way vulnerable to physical, sexual or emotional abuse.



Felicity Beagon  
09/03/2015

SR 52

Nazareth Lodge  
516 Ravenhill Road  
BELFAST  
BT6 OBH

6. December 1988

Dear SR 52

ANNUAL INSPECTION OF NAZARETH LODGE CHILDREN'S HOME

I am writing to confirm that I plan to carry out the annual inspection of Nazareth Lodge on 10 and 11 January 1989, and I hope to be with you about 10.00 am on Tuesday, 10 January.

The principal areas to be covered during the inspection are:-

1. the children and young people resident;
2. the staff;
3. compliance with regulations/directions;
4. examination of statutory records;
5. monitoring arrangements; and
6. complaints procedure.

I would be grateful if you would let me have the following information in advance of the inspection:-

1. a statement of the aims and objectives of the home;
2. copies of reports made by the official visitors since the last inspection;
3. a copy of the most recent inspection report from the Northern Ireland Fire Authority; and
4. a copy of the most recent monitoring statement.

In addition I would like you to complete the enclosed forms on all staff and children including those who are temporarily absent. Should you wish to meet me before the inspection, I would be only too happy to do so. I would like to meet you again when I have prepared a draft report of the inspection in order to have its accuracy confirmed. Thereafter it will be finalised and submitted to the Department and sent to your management committee.

Thank you for all your co-operation.

Yours sincerely

  
F M BEAGON  
Social Services Inspectorate

family of 3 boys who are due to go home within the next 2 months. However for the majority of the families foster parents are being actively sought by the social workers.

- X
- 3.4 An examination of the files indicate that Nazareth Lodge is providing care for children and young people with very difficult backgrounds - alcoholism, neglect and poor parenting feature in most of the cases, while several children have been subjected to physical and sexual abuse. In fact of the 33 children, 8 are on the Child Abuse Register. Some of the children are exhibiting overt sexual behaviour<sup>f</sup> and the staff of Nazareth Lodge seem to be dealing with this extremely well.

#### Views of the Children

- 3.5 The Inspector met and talked to several groups of children and some individual children without Nazareth Lodge staff being present. They were given the opportunity to put forward their views, opinions and complaints and told that the Inspector would see them individually if they so wished. None of the children were very forthcoming on this occasion. The older ones stated that they were quite content with the unit and got on well with staff. One of the girls at a meal time said she did not like the food, but it turned out that it was basically that she would prefer chips with everything. The younger children talked quite happily to the

Inspector but again they were taken up very much with the new toys they had got for Christmas and wanted to show these off. They had been to a lot of parties before Christmas and had received a lot of presents.

3.6 None of the children had any complaints about Nazareth Lodge - they seem to get on well with their primary workers and the Heads of Units. However because the Head of Unit is the most consistent figure as I pointed out in last year's inspection the children in all 3 units were looking for her attention.

3.7 The young people seem to have a lot of outside interests. They attend scouts, brownies and the local youth clubs. Swimming and skating seemed very popular during the inspection and on the first evening the children were going swimming. There was a good supply of books and board games in each unit. Children seemed to use the local library on a regular basis. Since the last inspection a new games room has been made available in Bethlehem 2 and in it there is a large snooker table and also a large area for the younger children to play games as well. At weekends films are hired for the video and some of the children would go out to the local cinema. ? |

3.8 During the summer holidays each group goes away for a fortnights holiday. They make their own plans and each unit goes to a different place. Each has the use of the

### 3.0 THE CHILDREN AND YOUNG PEOPLE RESIDENT

- 3.1 There were 29 young people resident at the time of the inspection. These consisted of 8 in 2 of the groups, 10 in one of the groups and 3 people in the independent unit. Of these 23 were boys and 6 were girls. Seventeen were subjects of Fit Person Orders, one was subject of a Parental Rights Order, 8 were in care under Section 103 of the Children and Young Persons Act (Northern Ireland) 1968 and 3 were wards of court. Of the 29 residents, 12 were the responsibility of North and West Belfast Unit of Management, 8 of South Belfast Unit of Management, 3 of North Down and Ards Unit of Management, one of Down Unit of Management, 3 of Craigavon and Banbridge Unit of Management in the Southern Health and Social Services Board and 2 were the responsibility of Londonderry, Limavady and Strabane Unit of Management in the Western Health and Social Services Board.
- 3.2 Of the 29 residents, 13 have been in care for less than one year, 4 for less than 2 years, 2 for less than 3 years, 3 for less than 4 years, 4 for less than 5 years, 3 for less than 6 years.
- 3.3 There were 8 family groups in Nazareth Lodge at the time of the inspection. Some of these children were members of larger family groups, some of whom had already been discharged home or into independent living. The plan for most of the residents was either to return home or to be discharged to foster families or independent living. Social Workers are still finding it difficult to find suitable foster families for the more disturbed children, particularly those who have been sexually abused and therefore there can sometimes be quite a time lag between plans being made and these plans being implemented. As reported in the last inspection report there are still a number of children coming into residential care as a result of fostering breakdowns and social work staff would need to look at the reason for these fostering breakdowns.
- 3.4 An examination of the files indicate that Nazareth Lodge is providing care for Children and Young People with very difficult backgrounds for example, alcoholism, neglect and poor parenting feature in most of the cases, while several children have been subjected to physical and sexual abuse. Staff are having to be very vigilant because of overt sexual behaviour on the part of many children. Aggressive behaviour features in all of the units and again staff are having to cope with this as a fact of daily life. This can be particularly difficult for the younger inexperienced staff.

### VIEWS OF THE CHILDREN

- 3.5 The Inspector met and talked to several groups of residents and some individual residents without Nazareth Lodge staff being present. On the first morning of the inspection she was able to talk to a 3½ year-old who had a morning off from playgroup.

This child together with her sister was admitted so as to keep the family together and fostering plans were underway for these 2 children. The younger residents were not very forthcoming, basically being a bit shy and wary of a stranger despite the fact that they had been informed about the inspection happening. The older residents were more vocal in all of the units and in the independent unit. The people in the independent unit felt that the unit gave them an opportunity to prepare for going out into the world and were very appreciative of the worker who had been allocated to them. The residents as a whole said that they were content with the unit and got on well with staff. They said the food was good and they were looked after very well. They said they got on well with their primary workers and all of them said that they participated in the review system and prepared part of their own review report which they thought was helpful. Parents also attend most of the reviews in Nazareth Lodge and participate fully.

- 3.6 The young people seemed to have a lot of outside interests. They attend Scouts, Brownies and the local Youth Clubs. The local youth club seems to be extremely popular, it has a junior and senior section and all of the children seemed very keen on attending it. Swimming, skating and football seemed to be the most popular pastimes and most of the residents would go out several evenings in the week. There was a good supply of books, boardgames, bicycles etc and the children seemed to use the local library on a regular basis. A games room is available in Bethlehem II, in it there is a large snooker table, a netball table and a large area for the younger children to play games. Outside there is a games hall and all 3 units have the use of it on alternate nights during the winter months. At the weekend films are hired for the video and some of the children would go out to the local cinema. However during the inspection the hi-tec suite in Maysfield Leisure Centre seemed to be one of the most popular pastimes.
- 3.7 During the summer holidays each group goes away for a fortnight's break. They make their own plans and each unit goes to a different place. Each has the use of the minibus for the holiday period, again as last year Donegal and the West of Ireland seemed to be the most popular places. However a number of the younger children also attend school holidays and community type holidays. Some of them had been to the USA and a number had gone to Belgium.
- 3.8 Residents are expected to make their own beds and keep their rooms tidy. They help to clear up after the evening meal and would be allocated a chore at the weekend. Young people over the age of 13 are responsible for their own personal washing and are taught to use the washing machine, to wash by hand and also to iron. The staff would do the washing for the younger children.



## CHILDREN'S FILES

3.9 The files are kept in a locked cabinet in the office of the Head of Unit and are available to all staff. All the files are in ring binders are sectioned and information is easily accessible.

3.10 Eleven files were examined in detail. In every case the reason for admission was clear and there was a current plan for the child's future care. All had been reviewed within the requisite period. Five of the files however did not have a copy of the appropriate care order it is felt that the Head of Unit should pursue this with the local Unit of Management. A copy of the care order should be available in case of an emergency. The files all contained copies of:-

- medical records;
- consent to medical treatment;
- school reports;
- copies of reviews; and
- reports from primary workers.

A monthly residential report is prepared by every primary worker. It is typed and maintained in the file. It is a very useful document and means that information is readily available and also one can see whether the care plan is being adhered to. A copy of the form is seen at Appendix C. It looks at emotional and social development, contact with family, physical development and health, social activities, progress at school, progress on identified area of growth, progress on problem areas, progress towards independence and finally a summary of any individual work that the primary worker had carried out in the previous month. This document is also useful for supervision sessions as it allows the supervisor to focus down on any problems the worker has been having during the previous month.

3.11 The Independent Unit appears to be working well. The new social worker has developed a set of "Aims and Objectives" and an operational plan. To date these are only in draft, but will probably be passed by the Management Committee in due course. She does individual work with each of the group, but also has set up group sessions on a regular basis. These have proved very successful and will be extended to include residents who have been discharged, so as to give some continuity of after-care.

3.12 Before the resident is admitted to the unit, considerable preparation is undertaken by both primary worker and the worker in the unit. An agreement is signed by each resident, setting out what is expected of them see Appendix D.

Mr R Ferguson  
Assistant Director of Social  
Services  
South Belfast UoM  
1 Wellington Park  
BELFAST BT9 6DJ

14 January 1988

Dear Mr Ferguson

**NAZARETH LODGE CHILDREN'S HOME**

I have arranged to carry out an annual inspection of the above-named home on 12 and 13 January 1988. I note that a number of the children have been placed by your Unit of Management. In view of this I would be grateful to have your opinion of the quality of care being given to the children. Thank you for all your help.

Yours sincerely

*FB*

**F M BEAGON**  
Social Services Inspectorate

Mr R G Black  
Assistant Director of Social  
Services  
North & West Belfast UoM  
Milner Street  
BELFAST BT12 6SA

*file*  
14, January 1988

Dear Mr Black

**NAZARETH LODGE CHILDREN'S HOME**

I have arranged to carry out an annual inspection of Nazareth Lodge Children's Home on 12 and 13 January 1988. I note that a number of the children placed in the Home have been done so by your Unit of Management. In view of this I would be grateful to have your opinion of the quality of care being given to the children. Thank you for all your help.

Yours sincerely

*FM*  
**F M BEAGON**  
Social Services Inspectorate

**Eastern Health and Social Services Board****North and West Belfast Community Unit of Management**

29th January 1988

MILNER STREET  
BELFAST BT12 6FA  
Telephone: 227156F M Beagon  
Social Services Inspectorate  
Department of Health and Social Services  
Dundonald House  
Upper Newtownards Road  
BELFAST BT4 3SFASSISTANT DIRECTOR OF SOCIAL SERVICES  
R. G. BLACK, C. S.W.

our ref: NR/RG

your ref:

Dear Sir/Madam

RE NAZARETH LODGE CHILDREN'S HOME

Thank you for your letter received here on the 18th January, 1988 requesting information on the above. I am in the process of trying to collate some information from my staff. I note the inspection was on 12th and 13th January which I presume has been completed.

Yours faithfully

R G Black  
Assistant Director of Social Services



J.M.J.

NAZARETH HOUSE,  
MALAHIDE ROAD,  
DUBLIN, 3.  
TEL. 338206

24th. February 1988.

Dear Mrs. Major, *hm*

MONITORING OF CHILD CARE SERVICES (RESIDENTIAL)

I now enclose the information on Discharges from Nazareth Lodge which was requested by you in a recent correspondence and trust that it is in order.

Thanking you,

Yours sincerely,

**SR 143**

*Mrs Deagon*

*for information*

*M Deagon 24/2/88*

<u>DISCHARGES</u> July 1, '86 - June 30, 1987.	<u>HOME</u>	<u>FOSTER HOME</u>	<u>EXTENDED FAMILY</u>	<u>INDEPENDENT</u>	<u>TRAINING SCHOOL</u>	<u>SHORT TERM ADMISSION</u> Awaiting place- ment.	<u>TOTALS</u>
<u>GIRLS</u>							
0 - 5 yrs.	2	-	-	-	-	-	2
6 - 11 yrs.	-	1	-	-	-	-	1
12 - 15 yrs.	5	1	1	-	1	1	9
16 - 18 yrs	1	-	1	1	-	1	4
							<u>16</u>
<u>BOYS</u>							
0 - 5 yrs	5	-	-	-	-	-	5
6 - 11 yrs	2	-	-	-	-	-	2
12 - 15 yrs	1	3	-	-	-	-	4
16 - 18 yrs	-	1	-	-	-	-	1
							<u>12</u>

Nazareth Lodge  
Children's Home.

The majority of discharges were HOME. This would seem to indicate that family work is of vital importance and that Residential and Field Workers made a concerted effort to return the children to their parents. Moving children towards fostering as an alternative also proved positive, with the result that only one child had to be removed to Training School.

Mother Trinity  
Nazareth Lodge Children's Home  
516 Ravenhill Road  
BELFAST  
BT6 OBH

24 February 1988

Dear Mother Trinity

**ANNUAL INSPECTION OF NAZARETH LODGE CHILDREN'S HOME**

I enclose 12 copies of the report of the annual inspection which took place on 12 and 13 January 1988.

I should be grateful if you would consider the report and let me have your committee's response to the recommendations that it contains.

Thank you for all your help and co-operation.

Yours sincerely

*F M Beagon*

**F M BEAGON**  
Social Services Inspectorate

Encs

P J Armstrong  
Mr G Buchanan  
Dr K F McCoy  
Mr J R Kearney  
Mr P Wilson  
Dr H Kilgore

**ANNUAL INSPECTION REPORT OF NAZARETH LODGE CHILDREN'S HOME**

Please find attached a copy of the annual inspection report of Nazareth Lodge Children's Home which took place on 12 and 13 January 1988. 12 copies of the report have already been sent to Mother Trinity at Nazareth Lodge.

*F M Beagon*

**F M BEAGON**  
Social Services Inspectorate

24 February 1988



**Eastern Health and Social Services Board**

North and West Belfast Community Unit of Management



June.  
18/3.

3rd March 1988

MILNER STREET  
BELFAST BT12 6FA  
Telephone: 227156

ASSISTANT DIRECTOR OF SOCIAL SERVICES  
R. G. BLACK, C. S.W.

our ref: NR/RG

your ref:

Ms F M Beagon  
Social Services Inspectorate  
Department of Health and Social Services  
Dundonald House  
Upper Newtownards Road  
BELFAST  
BT4 3SF

Dear Ms Beagon

RE NAZARETH LODGE CHILDREN'S HOME

Further to my letter of 29th January, 1988 with regard to the inspection of the above home, I have received comments from my staff which are as follows:-

North Belfast Family and Child Care Office have a total of 13 children in Nazareth Lodge Children's Home at present. The children's age range is from 4½ years to 17 years. There is one family placement of five children. Of 13 children, 2 are in residential care on a Section 103 basis, the others are subjects of statutory orders and have been in residential care for periods of between 1 and 3 years.

There was unanimous recognition of the high levels of physical care afforded to the children, in terms of environmental issues, clothing and provision of food.

With regard to professional areas, general satisfaction was expressed by fieldwork staff with regard to the organisational and managerial aspects of care provision. Staff were described as helpful, co-operative and communicative. It was felt that potential or actual areas of disagreement between residential and fieldwork staff were openly addressed and effective channels for resolution were available. Reports for and Nazareth Lodge staff's availability and participation in reviews were satisfactory.

North Belfast staff expressed some uncertainties about:-

- (a) The perceived insistence of heads of units within Nazareth Lodge that fieldwork staff should communicate directly with themselves as opposed to informal discussion sessions with key-workers; and
- (b) The apparent lack of clear procedural framework within Nazareth Lodge.

West Belfast Family and Child Care Office have a similar positive view of Nazareth.

(a) "Within the past year I have had 4 children placed in Nazareth Lodge Children's Home, ie and  
All these children have been in SR 148 Unit. During this period was successfully placed with long term foster parents and was recently returned 'home-on-trial'. I have found the standards of physical care and supervision of all the children to be excellent. The unit's liaison with Social Services and their active participation in our planning for fostering etc has also been very satisfactory. Any reviews held in Nazareth Lodge have been furnished with excellent reports from the key residential workers and I have found the head of unit (SR 148) to be very understanding of the children's needs both within the unit and when planning for their future outside of Nazareth Lodge".

- Finally, as you can see, we are generally satisfied with the service provided by Nazareth Lodge in respect of children placed from North and West Belfast Community Unit of Management. I hope this information is satisfactory and if you require any further clarification please contact me.

*R. J. Blas*

R G BLACK  
ASSISTANT DIRECTOR OF SOCIAL SERVICES

## 9.0 COMMENTS AND RECOMMENDATIONS

9.1 The annual inspection comes at the end of year of transition at Nazareth Lodge. The Head of Home and the Regional Superior had both been changed, and there has<sup>d</sup> also been quite a turnover of staff. Despite the changes there is a happy atmosphere in the home which has been fostered by the 3 Heads of Units. The staff group appear very committed to the interest of the children and have confidence and respect for their respective Heads of Units. The children themselves give the appearance of being well cared for and happy within the home.

9.2 There is a commitment by management to recruiting qualified staff and to seconding existing staff to professional training. However it appears difficult at present to recruit qualified staff and therefore there is a policy of encouraging staff to attend in-service and short training courses. The quality of work is constantly improving and staff are coping well with children across a wide age range with multiple problems. They appear to be working particularly well with bad behavioural problems and severely sexually abused children.

9.3 Relationships with the local Units of Managements appear to be good and social workers visit regularly.

## 9.0 FINANCIAL POSITION

- 9.1 The per capita rate agreed with the Eastern Health and Social Services Board is £287.00 per week. This does not cover the actual cost of running the home but this is true of all voluntary organisations and the Eastern Board is at present looking at the per capita rates. Nazareth Lodge have a deficit but precise information about this was not available.

Staff themselves will have to adjust to new ways of working as this extended role is implemented.

ii. RESIDENTIAL/COMMUNITY

There is a trend to reduce the number of children in residential care and increase other forms of provision in the community. This may mean changes, one of which could be an increasing percentage of disturbed children coming into residential care and the consequent changes for staff.

iii. COMMUNITY AND LAY STAFF

There are a small number of sisters working in residential care and it is likely that further developments could involve lay staff in taking on more senior posts traditionally filled by Sisters. The implications of this for the identity and the operations would need to be considered.

iv. RESIDENTIAL ACCOMMODATION

Although appreciation was expressed about the homeliness and quality of the present provision and the work that had been done on buildings to bring this about, there was a feeling that there could be advantages in providing care in smaller units based in the local community. The main advantages would be connected with providing as "normal" a home as possible for children to facilitate their care and development as well as their movement back to the community where appropriate. It was recognised that this would be a very radical change and might not be possible given the special identity of Nazareth Lodge.

v. TRAINING AND STAFF DEVELOPMENT

A great deal of appreciation was expressed with the in-service training programmes as well as the professional training opportunities.

Given the demands on staff there was a wish to build on and develop the present in-service training. This would be aimed at integrating training and on the job support and tailoring such activities to meet the specific needs of individuals and groups of staff.

It was suggested that the importance of ongoing development in this area would warrant the creation of a training officer post.

APPENDIX H

**ITS**

Industrial Training Service Ltd  
47 Malone Road  
Belfast BT9 6RY  
• Tel 0232 681444  
Fax 0232 663122

International Consultancy  
for the Development of  
People and Organisations

SR 52  
Nazareth Lodge  
516 Ravenhill Road  
Belfast  
BT6 0BX

8 October 1991

Dear SR 52

Further to our meeting in July and the brief summary of ideas from that which I sent you, I have now met with SR 148 and SR 18 and a group of staff drawn from the three units.

During these meetings I used the short summary from our July meeting as a basic check list to talk through with people and to get their ideas and feelings about the areas and issues involved.

I also encouraged people to add any further ideas and data on things which we might not have covered.

There was very strong agreement in the views and ideas expressed in all three meetings whilst those involved in each meeting described things from their own distinctive view points.

As a result of that I have decided to use the original letter to you on 25th July as a framework for the attached report. I have expanded on it somewhat in light of the recent meetings and have also added a further section which sets out some ideas on how you might take things forward in the current changing situation.

I hope you find these ideas helpful and look forward to speaking with you again soon.

Yours sincerely

*Julie Rodgers.*

P.P. Barney McCaughey  
PRINCIPAL CONSULTANT

Enc

#### 4.0 STAFF

4.1 There are 17 members of staff consisting of:

1. Head of Home.
2. Three Heads of Units.
3. One senior houseparent.
4. <sup>5</sup>~~Four~~ houseparents.
5. <sup>7</sup>~~Eight~~ assistant houseparents.

Of these 2 have CQSW qualifications, one has a teaching qualification, 2 have ICSC, 3 have PCSC, 5 have degrees and one of these people is presently undertaking CSS and 3 have no qualifications at all.

#### Staff Requirement

4.2 The Castle Priory Report (1969) recommended the ratio of 1:5 children during the waking day. Assuming a 75 hour waking week, and staff working 39 hours per week, a minimum of 18 staff are required for a 36 place home. In addition an officer-in-charge and a deputy officer-in-charge are also recommended. There is no deputy post in Nazareth Lodge. The appointment of a

deputy was recommended in the last 3 inspection reports and this is still thought to be essential. The present Head of Home is responsible for the administration, the building and finance. The appointment of deputy would give the Heads of Units professional support and ensure that someone would have oversight of the total care programme and be responsible for its appraisal and development. The home is 2 members of staff short, these vacancies are in                      unit and it is recommended that these be filled as quickly as possible. It is understood that there was no one suitable at the last set of interviews. However an advertisement is about to be placed and interviews will be taking place in the near future.

4.3 There are 3 shifts within Nazareth Lodge:

1. 7.45am-3.45pm
2. 9.00am-5.00pm *at weekends.*
3. 2.00-10.00pm
- 1.30 - 9.30 .*

The Head of Home and the 3 Head of Units are not included in the rota. The Heads of Units do all the sleeping-in duties and are on duty when the children get up in the morning until they go to school. They are also on duty each evening. The rota is based on the need to have one member of staff on duty with a Head of Unit in the early morning and 3 in the evenings. This ensures adequate

*Head of Units do have a day off each week  
time of when it is necessary  
+ at other times when*



From: Felicity Beagon, Social Services Inspectorate

Date: 20 October 1989

Mrs B Major  
Child Care Branch

**MONITORING REPORT, NAZARETH LODGE**

Thank you for your copy on the monitoring report. I would agree with you that on the whole it seems a satisfactory report. With regard to the points you raised

**1. Physical Accommodation**

As you know the building is very large and with the reduction in numbers there is quite a lot of surplus space and I am happy to hear that they are going to develop this space further. On the second floor of the Bethlehem Block which houses 2 of the 3 groups there is accommodation for independent living. This was in use during the last inspection and I think will be continued to be used for this purpose. The fourth floor of the main building was in the past used for independent living but during the last inspection was being used for recreational purposes, for visitors and for individual work with residents. Staff on CSS courses were also able to use it on their study days.

**2. Staff Supervision and Support**

In my last report I recommended that a Deputy Head of Unit be appointed and I see in the monitoring statement they have indicated that arrangements are in hand to appoint a Deputy Head of the Home. I agree with you that supervision is not the function of the Management Committee but they have always tended to feel that they have this overview and while they show an interest in it I would not want to discourage them from doing so.

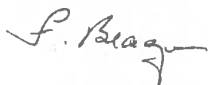
**3. Discharges**

I will bring to their attention again in my next inspection which will be taking place in January that they should in fact record where the child is discharged to.

**4. Untoward Incidents**

I feel all the voluntary children's homes are dealing with very difficult children now. I feel that all the Inspectorate can do is keep an eye on the situation and give them support when they need it.

I feel the report covers all the elements that we needed addressed in the monitoring report and I would agree with you that we do not need to pursue in writing any of these points. As already indicated I will raise the discharges with them at the time of the next inspection.



F M BEAGON  
Social Services Inspectorate

HA. McEAFTRICK - for information  
 construction volume. date 2/4/90 + action please  
 FB

NAZARETH LODGE  
 RAVENHILL ROAD  
 BELFAST

26 March 1990

Miss F.M. Beagon,  
 Social Services Inspectorate,  
 Department of Health & Social Services,  
 Dundonald House,  
 Upper Newtownards Road,  
 Belfast BT4 3SF

Dear Miss Beagon, 2/4/90

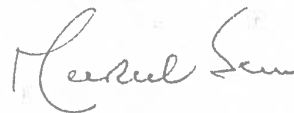
The Management Committee has received your recent report on the Inspection of Nazareth Lodge Children's Home, 516 Ravenhill Road, Belfast. The Committee is pleased with the contents of the report, which confirm that the care provided for children in Nazareth Lodge is satisfactory.

In particular, the Committee has adopted the recommendations contained in paragraph 9.5 of your report, as follows:-

- (a) the Deputy Head of the Home will compile an operational plan for Units in accordance with the guidance given in paragraph 2.2 of your report. It is expected that this plan will be developed within the current year;
- (b) all children's files will have a copy of the appropriate Care Order and Birth Certificate;
- (c) the location of discharged children will be recorded in the Discharge Book and provided to you in the next Monitoring Statement;
- (d) the Management Committee has decided that it is not necessary to retain the Punishment Book, in recognition of the fact that all major punishments are recorded in the Untoward Events Book;
- (e) the Management Committee has sought the assistance of the Eastern Health & Social Services Board's Liaison Officer (Miss Nicholl) to obtain the services of a psychiatrist/psychologist for the supportive staff.

I would like to thank you for the manner in which the inspection was carried out and for your continuing assistance in the work of the Home.

Yours sincerely,



Muriel Sim (Mrs)  
 Chairman, Management Committee

cc SR 52 , Sister-in-Charge, Nazareth (2 copies)  
 SR 9 Mother Regional (1 copy)

## APPENDIX F

## MONITORING STATEMENT - NAZARETH LODGE

PERIOD 1st APRIL 1990 to 31st MARCH 1991

## 1. AIMS AND OBJECTIVES

The aims and objectives of the Home continue as set out in the policy statement issued to the Department. The Management Committee is satisfied that the Home continues to provide good quality care for children and residents.

## 2. PHYSICAL ACCOMMODATION

The standard of physical accommodation is good and improvements are carried out on an ongoing basis. Rooms on the top flat are used to facilitate individual and group work with the young people from the three units. A study room is provided for students on C.S.S. and I.C.S.C. courses.

## 3. STAFFING LEVELS

A statement listing caring staff in post and giving details of their qualifications is attached (Appendix 1). The staffing levels meet with the recommendations made in earlier reports.

## 4. TRAINING ARRANGEMENTS

One member of staff completed CSS course in February. One member is currently on CSS Standard Unit.

The Home encourages participation in training courses, and during the year staff have attended the following courses:-

5 attended a six months' course at Rupert Stanley College  
"Community Care Practice Course" City and Guilds

All attended in house course - 10 sessions -  
"Communicating with Teenagers". This was arranged  
with Flexible Learning Systems, North Down & Ards  
College of Further Education;

2 Heads of Units attended a six weeks course at Bangor  
College of Further Education "Management, Supervision  
and Appraisal of Staff";

Art Therapy - 6 weeks in-house course for all staff

Communicating with Children through the medium of clay;

Coping with sexually abused children.

Throughout the year members attended a variety of workshops and seminars relating to issues in Child Care and Management.

5. STAFF SUPERVISION AND SUPPORT

The Management Committee continues to meet at least on four occasions in each year, and members of the Committee inspect the Home once per month. Additionally, the Chairman of the Committee undertakes inspections from time to time and the Mother Regional of the Order visits and makes inspections during the course of the year. At the meeting of the Management Committee, reports on the work of each Unit are made by the Head of the Unit and particular attention is paid to untoward events or complaints.

The Management Committee believes that these reviews are important in the interests and the care of the children, and supportive of the staff.

The Committee has reviewed the effectiveness of its visits and has decided to arrange for one of its members to take a closer interest in and identify with one unit in addition to the visits.

6. ADMISSIONS AND DISCHARGES

A list of admissions and discharges during the period is given in Appendix 2.

A statement is also included showing children resident in the Home at 31st March 1990 (Appendix 3).

7. ARRANGEMENTS FOR ADMISSION REVIEW AND DISCHARGES

Reviews are held regularly and discharges planned. The Home would once again wish to acknowledge the support given by Social Workers in making the foregoing arrangements effective.

8. STATUTORY VISITS

Management Committee members meet the requirements of voluntary visitors and prepare monthly reports which are submitted to the members of the Committee. These reports are reviewed and any matter arising is dealt with at the following meeting of the Committee.

9. VISITING OF FIELDWORK STAFF

The arrangements for visiting by fieldwork staff are considered to be excellent.

10. RECORD-KEEPING

It is confirmed that the statutory requirements imposed by Regulations 5 (4) and Schedule 2 of the Children's and Young Persons Regulations (NI) 1975 are being met in full.

11. CONTROL AND DISCIPLINE

There is no corporal punishment in the Home. Control and discipline as necessary is exercised by the temporary removal of privileges.

## 7.0 MONITORING ARRANGEMENTS

- 7.1 Since 1983 the Management Committee of Children's Homes have been required to submit an annual monitoring statement to the Department. The latest monitoring statement for the period 1 April 1989 to 31 March 1990 is attached see Appendix G. It is a satisfactory statement and all the key elements have been addressed. SR 9 the Regional Superior compiles the monitoring report. The official visitor's reports are also submitted to her for scrutiny and she would obviously use some of the information contained in these in compiling her monitoring statement.

### OFFICIAL VISITOR

- 7.2 The Management Committee of Nazareth Lodge was established in January 1987 and seems to be running very successfully. Members of this committee carry out the functions of the official visitor. One of them visits the home each month, completes a report on all 3 units and submits it in writing to the administering authority through the Chairman of the Management Committee. The official visitors inspect all the records and sign them. They also look at supervision control and development within the unit. They record the staff on duty and look at the adequacy of arrangements for communication between children and their parents, relatives and friends. They also make observations on how they found the unit at the time of their visit. They note any admissions to hospital and the reasons for these and they also talk to the children in order to satisfy themselves that there are no complaints.
- 7.3 The inspector noted that one of the official visitors was querying the usefulness of the monthly report and perhaps the Management Committee might consider whether it would be more useful for one person to visit a single unit every month rather than visiting all 3 units. This might give them a feeling of getting to know a particular group of children and staff and might find it more useful. Looking at the reports for the past year it was noted that 5 visitors visited on 2 different occasions and 2 of the visitors visited once each. This system means that 7 people are in and out of the units which is rather confusing for the residents and probably for themselves. Perhaps this topic could be raised within the Management Committee and see if there could be a resolution. Reports were available for every month since the last inspection and on the whole were completed well.

## **Staff Supervision and Support**

The Management Committee continues to meet at least on four occasions in each year, and members of the Committee inspect the Home once per month. Additionally, the Chairman of the Committee undertakes inspections from time to time and the Mother Regional of the Order visits and makes inspections during the course of the year. At the meeting of the Management Committee, reports on the work of each Unit are made by the Head of the Unit and particular attention is paid to untoward events or complaints.

The Management Committee believes that these reviews are important in the interests and the care of the children, and supportive of the staff.

The Committee has reviewed the effectiveness of its visits and has decided to arrange for one of its members to take a closer interest in and identify with one unit in addition to the visits.

## **6. Admissions and Discharges**

A list of admissions and discharges during the period is given in Appendix 2.

A statement is also included showing children resident in the Home at 31st March 1993 (Appendix 3).

## **7. Arrangements for Admission Review and Discharges**

Reviews are held regularly and discharges planned. The Home would once again wish to acknowledge the support given by Social Workers in making the foregoing arrangements effective.

## **8. Statutory Visits**

Management Committee members meet the requirements of voluntary visitors and prepare monthly reports which are submitted to the members of the Committee. These reports are reviewed and any matter arising is dealt with at the following meeting of the Committee.

## **9. Visiting of Fieldwork Staff**

The arrangements for visiting by fieldwork staff are considered to be excellent.

## **10. Record-keeping**

It is confirmed that the statutory requirements imposed by Regulations 5 (4) and Schedule 2 of the Children's and Young Persons Regulations (NI) 1975 are being met in full.

FROM: R KEENAN

CHILD CARE BR.

Reference .....

DATE: 26 JUNE 1990

Miss. F. Beagan  
SSI.

Nazareth Lodge - Monitoring Report 1989-90

I attach for information a copy of  
this report which we recently received.

We consider that the report is  
satisfactory and contains no issues which we  
would wish to raise with the home.  
The main issues in the previous report and in  
your latest inspection report are being  
addressed.

I should be grateful for any comments  
you would have

R. Keenan

*file*

*NAZARETH LODGE,  
516 Ravenhill Road,  
Belfast BT6 0BY.*

1st March 1989

Miss F.M.Beagon,  
Social Services Inspectorate,  
DHSS,  
Dundonald House,  
Upper Newtownards Road,  
BELFAST, BT4 3SF

Dear Miss Beagon,

Please find enclosed Dr. McCauley's report of the  
Hygiene and cleanliness of the Home for your files  
as promised.

With good wishes,

Yours sincerely,

SR 52



 Berman Khosravi  
Dr. Alasdair McDonnell  
Dr. Clare Murphy  
Dr. Adrian McCauley

The Health Centre  
139/141 Ormeau Road  
Belfast, BT7 1DA  
Telephone: 326030

24 February 1989

To whom it may concern,

As a weekly visitor to Nazareth Lodge and the resident children, I have frequent occasion to see the excellent hygiene/cleanliness that is maintained throughout all the units.

Kitchens, bathrooms, bedroom and general areas are frequently cleaned and sustain the excellent standards of the units.

Yours thankfully,

  
Dr. A. McCauley

*Dr Beman Khosravi  
Dr Alasdair McDonnell  
Dr Adrian McCauley  
Dr Deirdre O'Hare*

*Ormeau Health Centre  
139/141 Ormeau Road  
BELFAST  
BT7 1DA  
Telephone: 326030*

*15 September 1994*

*RE: NAZARETH LODGE  
516 RAVENHILL ROAD  
BELFAST 6*

*To whom it may concern,*


*I have been visiting Nazareth Lodge for seven years now, on a social basis, but mainly in a professional manner and on a regular basis as a "Committee" visitor and therefore have had ample opportunity to review the various workings of the home.*

*The standard of care has always been found to be excellent and of the highest quality. Present accommodation is homely, warm, friendly and caring in nature for all the children.*

*The standard and state of the units are always clean and more than suitable and I never hear complaints at meal times.*

*My overall impressions, are of cheerful and comforting surroundings with an excellent standard of care.*

*Yours faithfully*

  
*DR A MCCAULEY*