
HISTORICAL INSTITUTIONAL ABUSE INQUIRY

being heard before:

SIR ANTHONY HART (Chairman)

MR DAVID LANE

MS GERALDINE DOHERTY

held at

Banbridge Court House

Banbridge

on Tuesday, 5th May 2015

commencing at 10.00 am

(Day 115)

MS CHRISTINE SMITH, QC and MR JOSEPH AIKEN appeared as
Counsel to the Inquiry.

1 Tuesday, 5th May 2015

2 (10.00 am)

3 FELICITY BEAGON (called)

4 CHAIRMAN: Good morning, ladies and gentlemen. As always,
5 can I just remind everyone, first of all, to ensure that
6 their mobile phones have either been turned off or
7 placed on "Silent"/"Vibrate" and also remind you that no
8 photography is permitted either in the Inquiry chamber
9 or anywhere on the premises.

10 Good morning, Ms Smith.

11 MS SMITH: Good morning, Chairman, Panel Members, ladies and
12 gentlemen. Our first witness this morning is Felicity,
13 Felicity Beagon. She wishes to take a religious oath.
14 The Chairman is just going to ...

15 FELICITY BEAGON (sworn)

16 CHAIRMAN: Thank you, Felicity. Please sit down.

17 Questions from COUNSEL TO THE INQUIRY

18 MS SMITH: Now, Felicity, as I was mentioning to you when we
19 were speaking earlier, I am just going to tell the Panel
20 where documents are in our bundle of papers that are
21 relevant to your evidence.

22 Felicity's statement can be found at SNB-9001 to
23 9003, and the Inquiry has some of those inspection
24 reports and monitoring statements associated with them
25 in our bundle. They can be found at 13908 to 14038 and

1 14071 to 14081, and then 14 -- I think that must be 2 --
2 162 to 14270, 14276 to 14302 and 14379 to 14486.

3 I should say there is a degree of duplication in that
4 material.

5 Felicity, your background and career path are set
6 out in paragraph 2 of your statement that you provided
7 to the Inquiry. In paragraph 3 you indicate that -- yes
8 -- sorry -- you indicated that you were a Social
9 Services Inspector and carried out inspections of
10 Nazareth Lodge between 1988 and 1992.

11 **A. That's correct.**

12 Q. Can I just confirm if you look at the document that's on
13 the screen, Felicity, that's the statement that you
14 provided to the Inquiry?

15 **A. That's correct.**

16 Q. And you signed that on 9th March 2015?

17 **A. Correct.**

18 Q. Now your statement, we were discussing this and it
19 appears to me and you confirmed that it is based on
20 an amalgam of the inspections that you carried out at
21 the home --

22 **A. Yes.**

23 Q. -- and also, as you said, what you remember.

24 **A. Remember, yes.**

25 Q. I asked you were all annual inspections pre-arranged?

1 **A. Yes, they were.**

2 Q. If we can just look at SNB-13990, please, and this is
3 a letter, Felicity, of 6th December 1988 that you are
4 writing to SR121, who was Mother Superior of Nazareth
5 Lodge in those years. You are writing to confirm that
6 you plan to carry out the annual inspection of Nazareth
7 Lodge on 10th and 11th January 1989.

8 "Hope to be with you about 10.00 am on Tuesday, 10th
9 January",

10 and you go on to say:

11 "The principal areas to be covered during the
12 inspection are:

- 13 1. The children and young people resident
- 14 2. The staff
- 15 3. Compliance with regulations/directions
- 16 4. Examination of statutory records
- 17 5. Monitoring arrangements; and
- 18 6. Complaints procedure.

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

- 21 1. A statement of the aims and objectives of the
22 home
- 23 2. Copies of reports made by the official visitors
24 since the last inspection
- 25 3. A copy of the most recent inspection report from

1 the Northern Ireland Fire Authority, and

2 4. A copy of the most recent monitoring statement.

3 In addition, I would like you to complete the
4 enclosed forms for all staff and children, including
5 those who are temporarily absent. Should you wish to
6 meet me before the inspection, I would be only too happy
7 to do so. I would like to meet you again when I have
8 prepared a draft report of the inspection in order to
9 have its accuracy confirmed. Thereafter it will be
10 finalised and submitted to the Department and sent to
11 your Management Committee.

12 Thank you for all your cooperation",

13 and you have signed that.

14 **A. Yes.**

15 Q. Now that's the typical pro forma letter you would send
16 out in advance of any inspection. Would that be right?

17 **A. Yes, it is.**

18 Q. I was asking you apart from these annual inspections,
19 which were clearly arranged -- done by pre-arrangement,
20 did you ever -- was there ever any unannounced
21 inspections by the Social Services Inspectorate?

22 **A. Yes. Sometimes once or twice a year you would simply
23 call into the unit and talk to whoever was available at
24 the time and just ask how things were.**

25 Q. You certainly remember doing that yourself?

1 **A. I do, yes.**

2 Q. Although you say on most occasions it was probably
3 during the daytime hours when the children were at
4 school.

5 **A. Yes, it was.**

6 Q. I wondered did you find any real difference between what
7 you saw when you arrived unannounced compared to what
8 you found when you went for the annual inspection?

9 **A. No, I really didn't, no.**

10 Q. Maybe just slightly tidier and cleaner?

11 **A. Possibly, although it was during the day, so ...**

12 Q. Paragraph 4 of your witness statement you describe how
13 you carried out the annual inspections. You say that,
14 if we can just go, please, to 9001, if could you scroll
15 down to the bottom there, paragraph 4, you say you
16 recall:

17 "The process was thorough, involving an intensive
18 three-day period spent in the home interviewing staff,
19 attending staff and other meetings scheduled during this
20 period, reviewing files and other documentation as well
21 as mingling informally with the children. On each
22 occasion I discussed all issues relevant to the
23 inspection with the heads of" -- scroll on down, please
24 -- "each of the three groups and in this respect
25 I particularly recall interviewing SR18, SR148 and

1 SR121. I also had discussions with staff and children's
2 primary key workers who were on duty when I was present
3 in the home. The general practice of SSI inspectors was
4 to attend staff meetings",

5 and I was just clarifying with you, Felicity, that
6 was the staff meetings that were taking place during the
7 inspection period of three days?

8 **A. Yes.**

9 Q. It wasn't a case of you going to every monthly staff
10 meeting --

11 **A. Oh, no.**

12 Q. -- or anything like that?

13 **A. No. It was just the staff meetings that were happening**
14 **then.**

15 Q. You believe you also met members of the administering
16 authority, including the voluntary visitors:

17 "Although I did not meet with the home's medical
18 officer, I sought written reports from him."

19 **A. Yes.**

20 Q. Certainly in the documents that are in that bundle there
21 is a document from Dr McCauley --

22 **A. That's correct.**

23 Q. -- attached to one of the reports. Now paragraph 5 you
24 go on to say while you didn't formally interview
25 children, you always took the opportunity to speak to

1 them. It is clear there was no impediment to you
2 speaking to the children alone.

3 **A. No.**

4 Q. Certainly in your 1989 report at SNB-13996, please, if
5 we could just look at that, first of all, you say -- you
6 record the views of the children. It is said there:

7 "The Inspector met and talked to several groups of
8 children and some individual children without Nazareth
9 Lodge staff being present. They were given the
10 opportunity to put forward their views, opinions and
11 complaints and told that the Inspector would see them
12 individually if they so wished. None of the children
13 were very forthcoming on this occasion. The older ones
14 stated that they were quite content with the unit and
15 got on well with staff. One of the girls at meal times
16 said she didn't like the food, but it turned out that it
17 was basically she would prefer chips with everything.
18 The younger children talked quite happily to the
19 Inspector, but again they were taken up very much with
20 the new toys they had got for Christmas and wanted to
21 show these off. They had been to a lot of parties
22 before Christmas and had received a lot of presents."

23 Certainly you were saying they weren't terribly
24 chatty.

25 **A. No, they weren't really. They were really -- I was**

1 **a stranger to them and they really weren't prepared to**
2 **talk at all.**

3 Q. Did you have to sort of tease things out of them?

4 **A. Yes, you did. You tried to sit down, but it was very**
5 **often there were TV programmes on. They were more**
6 **interested in those I am afraid.**

7 Q. You were interrupting their leisure time?

8 **A. I was.**

9 Q. Just going to 1991 then, if we may, at SNB-14168, and
10 it's the same, section 3 of the report there. That's
11 14168. We are having difficulties with some of the
12 technology this morning. 14168. I am not sure. We
13 don't seem to be able to get that. Perhaps if I can
14 read it out in the meantime while we are trying to get
15 it up on the screen. This is the 1991 inspection
16 report. Again it is section 3 which is headed "The
17 Children and Young People Resident" and at paragraph 3.5
18 in that year when you are recording the views of the
19 children, you record that:

20 "The Inspector met and talked to several groups of
21 residents and some individual residents without Nazareth
22 Lodge staff being present. On the first morning of the
23 inspection she was able to talk to a three and a half
24 year old ..."

25 I think that's it now. Can we just scroll down to

1 the bottom of the page, please? Yes.

2 "On the first morning of the inspection she was able
3 to talk to a three and a half year old who had the
4 morning off from play group. This child together with
5 her sister were admitted so as to keep the family
6 together and fostering plans were underway for these two
7 children. The younger residents were not very
8 forthcoming, basically being a bit shy and wary of
9 a stranger, despite the fact that they had been informed
10 about the inspection happening. The older residents
11 were more vocal in all of the units and in the
12 independent unit. The people in the independent unit
13 felt that the unit gave them an opportunity to prepare
14 for going out into the world and were very appreciative
15 of the worker who had been allocated to them. The
16 residents as a whole said that they were content with
17 the unit and got on well with staff. They said the food
18 was good and they were looked after very well. They
19 said they got on well with their primary workers and all
20 of them said that they had participated in the review
21 system and prepared part of their own review report,
22 which they thought was helpful. Parents also attend
23 most of the reviews in Nazareth Lodge and participate
24 fully."

25 You go on in the next paragraph to describe the kind

1 of activities that the children were involved in. You
2 noted that:

3 "There was a good supply of books, board games,
4 bicycles, etc, and the children seemed to use the local
5 library on a regular basis. A games room is available
6 in Bethlehem too. In it there is a large snooker table,
7 a netball table, a large area for the younger children
8 to play games. Outside there is a games hall, and all
9 three units have use of it on alternate nights during
10 the winter months. At the weekend films are hired for
11 the video and some of the children would go out to the
12 local cinema. However, during the inspection the high
13 tech suite in Maysfield Leisure Centre seemed to be one
14 of the most popular pastimes."

15 Then you talk about holidays that they would each
16 have and you also go on in paragraph 3.8 to talk about
17 the chores that children were expected to do.

18 "They are expected to make their own beds, keep
19 their rooms tidy. They help to clean up after the
20 evening meal and would be allocated a chore at the
21 weekend. Young people over the age of 13 are
22 responsible for their own personal washing and are
23 taught to use the washing machine, to wash by hand, also
24 to iron and the staff would do the washing for the
25 younger children."

1 You go on then to discuss the children's files, but
2 essentially there was no barrier to you finding out what
3 was going on in the children's lives or anything like
4 that?

5 **A. No, no, there wasn't.**

6 Q. At paragraph 6 of your statement -- again it's at
7 9002 -- you talk about seeking information from the
8 Health & Social Services Board's Unit of Management who
9 had children placed in Nazareth Lodge about their
10 satisfaction with the care provided by the home.
11 Certainly if we look at 13908, this is an example of you
12 writing to the Assistant Director for the South Belfast
13 Unit of Management in 1988 telling him that you have
14 arranged to carry out the annual inspection and:

15 "In view of this I would be grateful ..."

16 Knowing that his Unit of Management had children
17 placed in the home, you say:

18 "I would be grateful to have your opinion of the
19 quality of care being given to the children."

20 Then there's a similar letter on the next page, if
21 we can scroll on down, this time to the Assistant
22 Director of Social Services of the North & West Belfast
23 Unit of Management again asking for their opinion about
24 the standard of care.

25 Then if we can go down to the next page, which is

1 13910, just the next page down -- technology seems to
2 have taken a longer break over the Bank Holiday weekend.
3 It is not quite ready to work this morning. Yes. If we
4 could go to 13910, we see the reply from North & West
5 Belfast certainly. This is dated 29th January. First
6 of all, it says:

7 "I am in the process of trying to collate some
8 information from my staff. I note the inspection was on
9 12th and 13th January, which I presume has been
10 completed."

11 It had been completed by this stage in 1988. Then
12 if we could scroll on down, please, just to the next
13 pages. I think this might be going backwards. If we
14 can go to 911. Yes. If we scroll on down, please, on
15 13909 and 10. Again that's a letter I just read out.
16 If we can scroll on down and on to the next page, you
17 will see here that you also obtained a letter from SR143
18 enclosing the information on discharges from Nazareth
19 Lodge which was requested in recent correspondence.
20 Presumably that was after the inspection you would say,
21 "Can I also have the note of which children left the
22 home in that year?"

23 **A. Yes.**

24 Q. Scroll on down. That information is provided there. If
25 we can just keep on scrolling down through the next

1 pages. Then you actually enclose on 24th February
2 twelve copies of the report of the inspection that took
3 place in January 1988 asking for her to check the
4 contents of it and let her -- let you have the
5 committee's response to the recommendations contained in
6 the report.

7 If we can just scroll on down to the next page, then
8 you also send a copy of your report to those people who
9 are recorded there, Mr Armstrong, who would have been
10 head of the Department --

11 **A. Yes.**

12 Q. -- at that stage, Mr Buchanan and Dr McCoy. These were
13 all Departmental Child Branch people.

14 **A. Yes, they were.**

15 Q. Isn't that right? Then if you can scroll on down, this
16 then is dated 3rd March 1988 and it is Mr Black, who is
17 the Assistant Director of North & West Belfast Social
18 Services coming back to you, saying:

19 "Further to my letter of 29th January with regard to
20 the inspection of the above home, I have received
21 comments from my staff which are as follows."

22 At that stage there was a total of thirteen children
23 from that Unit of Management in the home and gives
24 details about their age ranges. There was unanimous
25 recognition of the high levels of physical care afforded

1 to the children in terms of environmental issues,
2 clothing and provision of food. With regard to
3 professional areas general satisfaction was expressed by
4 fieldwork staff with regard to the organisation and
5 managerial aspects of care provision. Staff were
6 described as helpful, cooperative and communicative. It
7 was felt that potential or actual areas of disagreement
8 between residential and fieldwork staff were openly
9 addressed and effective channels for resolution were
10 available. Reports for and Nazareth Lodge staff's
11 availability and participation in reviews was
12 satisfactory. They had some uncertainties about the
13 perceived insistence of heads of unit within Nazareth
14 Lodge that key work staff should communicate directly
15 with themselves as opposed to informal discussion
16 sessions with key workers ..."

17 In other words, it would appear that the Unit of
18 Management is saying here, "Look, we have to go to the
19 Sister in charge of the unit rather than just be able to
20 talk to the houseparent".

21 **A. Yes.**

22 Q. "... and the apparent lack of clear procedural framework
23 within Nazareth Lodge."

24 He goes on to say that West Belfast have a similar
25 view. He then quotes two comments made by social

1 workers. If you can scroll on down, please, she names
2 there -- he or she names children who have been in the
3 home and says:

4 "I found the standards of physical care and
5 supervision of all the children to be excellent. The
6 unit's liaison with Social Services and their active
7 participation in our planning ..."

8 Sorry. Could you just scroll back up slightly?
9 Just stop. Page 13916. If you could scroll down
10 through that there:

11 "The unit's liaison with Social Services and their
12 active participation in our planning for fostering, etc,
13 has also been very satisfactory. Any reviews held in
14 Nazareth Lodge have been furnished with excellent
15 reports from the key residential workers and I have
16 found the head of unit (SR148) to be very understanding
17 of the children's needs both within the unit and when
18 planning for their particular future outside of Nazareth
19 Lodge."

20 Then another social worker talks about the
21 opportunity to establish a comfortable relationship with
22 caring staff duty -- staff group. Pardon me.

23 "It is obvious that within the unit the child's
24 welfare is first and foremost. The physical aspect of
25 his care is excellent. There is good insight into his

1 needs and staff have been successful in catering for
2 those needs. He is approaching the age of 18, and
3 although Nazareth Lodge does not have the facilities for
4 semi independent/independent living, they have
5 nevertheless provided him with the space in which he can
6 take on an appropriate level of responsibility. In this
7 respect they have catered for his needs and allowed him
8 to develop the necessary tasks at his own pace. Work
9 undertaken with him by residential staff has been
10 contracted with both parties involved. Communication
11 between myself and the residential workers has been
12 frequent and constructive and the whole approach to the
13 work with this boy has demonstrated the advantages of
14 good team work. Reviews are positive in terms of
15 reflecting on work undertaken and planning for further
16 work with clear goals being set. He has been involved
17 in the review process with reports and plans being
18 discussed with him, thus giving him every opportunity to
19 be involved in planning for his future."

20 Now I pause there, Felicity, to point out at this
21 stage in 1988 Nazareth Lodge had not yet set up
22 an independent living unit.

23 **A. No. That's right.**

24 Q. That came quite shortly afterwards?

25 **A. It did, yes.**

1 Q. "Finally, as you can see, we are generally satisfied
2 with the service provided by Nazareth Lodge in respect
3 of children placed from North & West Belfast. I hope
4 this information is satisfactory, and if you require any
5 further clarification, please contact me."

6 It is signed by Mr Black. Now this came in March.
7 You had already issued your report by this stage and
8 I was wondering would that be usual.

9 **A. I honestly don't remember that, but I do know that**
10 **I would have spoken to the Principal Social Worker for**
11 **Childcare, who was [REDACTED] NL 219 , and in South Belfast it**
12 **was Etta Snickle. So I probably would have got that**
13 **information from them. That was the official on coming.**
14 **That's the only thing I can -- explanation I can think**
15 **of.**

16 Q. I was wondering whether you had a deadline to deliver
17 your report.

18 **A. No. It was just done as quickly as you could, because**
19 **you wanted to move on to your next one. I usually liked**
20 **to write the report fairly quickly.**

21 Q. Certainly the reports we have seen from you do seem to
22 come out within approximately a month --

23 **A. Yes. I tried to.**

24 Q. -- of your inspection. Paragraph 7 of your statement,
25 going back to that at 9002, you describe that -- say

1 that:

2 "Despite a high turnover of staff, there seemed to
3 be a happy atmosphere in the home and the staff appeared
4 to be very committed to the children."

5 Now I wanted to explore a little bit about the high
6 turnover of staff and why that was a factor in 1988 or
7 certainly throughout probably the time period that you
8 were inspecting.

9 **A. My recollection is that they weren't getting the same**
10 **remuneration in the voluntary homes as they were in the**
11 **statutory. So a lot of staff would get some experience**
12 **and then move on, and that's why Nazareth were trying to**
13 **set up their own training sessions, and they did that in**
14 **conjunction with the Units of Management. Also they**
15 **arranged some of their own, but the Unit of Management**
16 **also helped with that.**

17 Q. In paragraph -- if we can look at 14013, this is part of
18 your 1989 report. At 9.2 there this is -- in terms of
19 comments and recommendations it is said:

20 "There is a commitment by management to recruiting
21 qualified staff and to seconding existing staff to
22 professional training",

23 just as you were explaining to us.

24 "However, it appears difficult at present to recruit
25 qualified staff and therefore there is a policy of

1 encouraging staff to attend in-service and short
2 training courses. The quality of work is constantly
3 improving and staff are coping well with children across
4 a wide age range with multiple problems. They appear to
5 be working particularly well with bad behavioural
6 problems and severely sexually abused children."

7 I was wondering why at this time, which is 1989, it
8 was difficult to recruit qualified staff. Again was
9 that to do with the remuneration available?

10 **A. It was partly that, but I think there just wasn't the**
11 **number of people who had done the qualifications.**

12 Q. I was asking you if you recall the age of the staff that
13 you would have been engaging with in these inspections.

14 **A. My memory of the staff were sort of all in the late --**
15 **sorry -- early 20s.**

16 Q. And --

17 **A. So, you know, they were either just out of university**
18 **and trying to get some experience, or some people just**
19 **going in straight from school, or after a year or so**
20 **maybe getting another job or doing a short course.**
21 **There used to be a childcare course I think in the**
22 **University of Ulster, if my memory serves me right.**

23 Q. Okay. Going back to your statement, paragraph 7, you
24 say that during one inspection the Board was
25 appropriately investigating complaints made on behalf of

1 some children. I was asking if you remembered what that
2 might have been.

3 **A. I don't really, but I'm assuming that it was child**
4 **protection and that the Board would have taken over and**
5 **obviously called the case conference within 72 hours and**
6 **they would then be dealing with the issue and it**
7 **wouldn't have really come back to the inspectorate or**
8 **the children's home except for maybe witnesses, of**
9 **course.**

10 Q. I was asking you wouldn't have expected to receive any
11 sort of report from the Board --

12 **A. No.**

13 Q. -- as to what the outcome of that complaint was?

14 **A. No. That would have been dealt with the Board itself.**

15 Q. Unless there was something in that report that impinged
16 on the registration of the home.

17 **A. Yes. Absolutely.**

18 Q. Then you would have expected to hear from them?

19 **A. Yes.**

20 Q. Clearly from your statement, Felicity, you were happy
21 with what you saw in Nazareth Lodge, and I was asking
22 whether you had also inspected other children's homes
23 during your time, this time period of '88 to --

24 **A. '92.**

25 Q. -- '92?

1 **A. Yes, I did, some statutory and some voluntary.**

2 Q. I was wondering if there were any comparisons that you
3 could make between what you found in Nazareth Lodge and
4 in the other homes?

5 **A. Well, the others were less institutional in the sense**
6 **that Nazareth Lodge was a big building set back in its**
7 **own grounds and, you know, off the road and looked a bit**
8 **intimidating in some ways, but they had done their best**
9 **in that they had divided them into the three groups and**
10 **the groups were -- you know, they would have meals**
11 **together and they would have recreation together. So**
12 **they tried to make it as homely as they could, but I**
13 **think the fact of the size of the building was always**
14 **a problem.**

15 Q. You also say in paragraph 8 of your statement here that
16 you -- over the five years that the Sisters of Nazareth
17 were trying to improve the level of staffing and
18 training needs, and we saw that in that paragraph that
19 we just looked at, and you talk about the per capita sum
20 being raised from £287 to £450 per week. That was
21 a one-off jump. Isn't that correct?

22 **A. Yes, it was.**

23 Q. That took place between '91 and '92 --

24 **A. As far as I remember, yes.**

25 Q. -- in furtherance of the recommendation that had been

1 made in the Hughes report.

2 **A. Yes.**

3 Q. In fact, we can see this in your 1991 report at
4 SNB-14178, where you make reference to the financial
5 position here, and you say that at that stage -- sorry.
6 Yes, this would have been the '91 report:

7 "The per capita rate agreed with the Eastern Health
8 & Social Services Board is £287 per week. This does not
9 cover the actual cost of running the home, but this is
10 true of all voluntary organisations and the Eastern
11 Board is at present looking at the per capita rates.
12 Nazareth Lodge have a deficit, but precise information
13 about this was not available."

14 Now from other documentation we have seen there was
15 actually a deficit at one stage of £45,000 that the
16 Board cleared.

17 **A. Right.**

18 Q. But it was at this stage, between this report and the
19 next report, that this per capita rate jumped up.

20 **A. Yes.**

21 Q. I was wondering -- you talk about it being true of
22 voluntary organisations generally that their per capita
23 rate was lower, but do you know was it as low as
24 Nazareth Lodge?

25 **A. I honestly don't, no.**

1 Q. You made -- at the end of each report you made
2 recommendations. You talked about, for example, the
3 institutional character of the building in the early
4 '90s. One of the recommendations you made was for that
5 to move into -- for them to move out of Nazareth Lodge
6 into the community into smaller homes within the
7 community. I was wondering whether that was a realistic
8 expectation of a voluntary home that was run by
9 a religious congregation such as the Sisters of Nazareth
10 to move into smaller units in the community.

11 **A. Well, I'm not sure whether it was or not, but they were**
12 **certainly discussing it and, I mean, I know it would**
13 **have been difficult with the existing building and**
14 **I suppose finances of trying to sell it and set up three**
15 **homes in the community, but, I mean, eventually they**
16 **didn't, because they closed, but ...**

17 Q. If we can look at a document here. This is 13980. This
18 was a report that was prepared -- I think our technology
19 is letting us down somewhat this morning. This was from
20 a report that had been prepared -- sorry. I think this
21 is -- can I just check that this is the right document
22 that I want to refer to? I think this is a report that
23 was prepared for the Congregation by an independent
24 consultancy firm. In fact, if we just go to 13977, if
25 we can scroll even back up to that, you will see there's

1 a letter of 8th October 1991 from Principal Consultant
2 of a firm called International Consultancy for the
3 Development of People and Organisations, ITS, Industrial
4 Training Services Limited. This was appended -- you
5 can see there Appendix H at the top -- to one of the
6 inspection reports. This is his letter, covering letter
7 giving his report on what he found. If we can just
8 scroll on down to the next page, please, it is headed
9 "Nazareth Lodge: Ideas emerging from meetings with
10 community members and staff in July and September 1991",
11 and goes on to describe the strengths and resources,
12 ideas about development, just scrolling down through it
13 until we come to the residential accommodation at 4.
14 That's 13980, next page down. It says:

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

1 the special identity of Nazareth Lodge."

2 So there seems to be some suggestion this would not
3 have been an easy step --

4 **A. Step for them.**

5 Q. -- for the Congregation to take. Another recommendation
6 that you made, if we look at 14000, this is the 1989
7 report, and if we can scroll down, you are giving
8 an indication of what the -- oh, dear! It is 14000.
9 You will see you talk about being seventeen members of
10 staff and relate their qualifications and go on to talk
11 about the staff requirement -- if we can scroll down --
12 recommending -- I will read it from my document, but:

13 "Castle Priory report 1969 recommended the ratio of
14 1:5 children during the working day. Assuming a 75 hour
15 working week and staff working 39 hours per week,
16 a minimum of 18 staff were required for 36 place home.
17 In addition, an officer in charge and a deputy officer
18 in charge were also recommended. There is no deputy
19 post in Nazareth Lodge. The appointment of a deputy was
20 recommended in the last three inspection reports and
21 this is still thought to be essential. The present head
22 of home is responsible for the administration, the
23 building and the finance. The appointment of deputy
24 would give the heads of units professional support and
25 ensure that someone would have oversight of the total

1 care programme and be responsible for its appraisal and
2 development. The home is two members of staff short" --
3 those vacancies were in SR148's unit -- "and it was
4 recommended they be filled as quickly as possible."

5 But it is clear from that paragraph that for three
6 years there had been the recommendation that there be
7 a deputy appointed to this home and nothing had happened
8 by 1989 or your report at the beginning of 1989. So
9 this was a recommendation going back to 1986 obviously
10 from before your time.

11 If we look at 13917, in October 1989 you are writing
12 to the Childcare Branch in the Department and you point
13 out in your last report:

14 "I recommended there" -- paragraph 2 -- "a deputy
15 head of unit be appointed and I see in the monitoring
16 statement that they have indicated that arrangements are
17 in hand to appoint a deputy head of home. I agree with
18 you that supervision is not the function of the
19 Management Committee, but they have always tended to
20 feel they have this overview, and while they show
21 an interest in it, I would not want to discourage them
22 from doing so."

23 So the Management Committee are having -- taking on
24 an oversight role --

25 **A. Yes.**

1 Q. -- in Nazareth Lodge and there is still no deputy, but
2 certainly by March 1990, if we look at 13922, there is
3 a deputy in place. This is addressed to you and it is
4 from the Management Committee, indicating that they have
5 adopted the recommendations contained in your last
6 report, which would have been the report of 1990, and it
7 said:

8 "The deputy head of the home will compile an
9 operational plan for units in accordance with the
10 guidance given in paragraph 2.2 of your report."

11 So we know from that that a deputy has been
12 appointed certainly by March of 1990, although it is
13 still the Management Committee who is writing to you.

14 **A. Yes. I honestly don't remember the details of that, but**
15 **...**

16 Q. Well, just talking about the role of the Management
17 Committee --

18 **A. Uh-huh.**

19 Q. -- at paragraph 10 of your statement you said that every
20 home was required to return monitoring information
21 annually to the Department and that information was
22 passed to relevant inspectors. You commented on
23 a number of returns made by Nazareth Lodge. If we
24 just --

25 CHAIRMAN: Before we leave, we have now got the letter up.

1 MS SMITH: Oh, the letter is back. So this is them --

2 CHAIRMAN: Let us read it, please.

3 MS SMITH: Sorry.

4 CHAIRMAN: Thank you.

5 MS SMITH: So it is clear from this letter that they are
6 writing to you, and you might have got it maybe in April
7 of 1990, indicating they are carrying out the
8 recommendations and how they are doing that in your last
9 report. If we can just scroll down, we will see that
10 it's signed there by the Chairman of the Management
11 Committee, who at that time was **NL 35**.

12 **A. Yes.**

13 Q. It is copied to the Sister in charge and to Mother
14 Regional, that letter was. Sorry. Just as I was going
15 on to talk a little bit about the role of the Management
16 Committee, and we can see just an example of the kind of
17 monitoring report they made to you. This is at
18 SNB-13964. This is a report for the period 1st April
19 '90 to 31st March '91, so for the year 1991. It is at
20 Appendix F to the Social Services Inspectorate report.
21 It sets out the aims and objectives of the home, the
22 physical accommodation, the staffing levels, which is --
23 they have appended a staffing level statement, training
24 arrangements. If we can just scroll on down, please.
25 Keep on scrolling. Difficulty, staff, supervision and

1 support, admissions and discharges, arrangements for
2 admission, discharges. So this is the kind of detailed
3 monitoring report that was provided in advance of the
4 inspection. Was that correct?

5 **A. Yes, that's correct.**

6 Q. At 14176 again this is about monitoring arrangements.
7 This is from your report and it says:

8 "Since 1983 the Management Committee of children's
9 homes have been required to submit an annual monitoring
10 statement to the Department. The latest monitoring
11 statement for the period 1st April '89 to 31st March '89
12 is attached (see Appendix G). It is a satisfactory
13 statement and all the key elements have been addressed.
14 SR9, the Regional Superior, compiles the monitoring
15 report. The official visitors' reports are also
16 submitted to her for scrutiny and she would obviously
17 use some of the information contained in these in
18 compiling her monitoring statement."

19 So it seems to suggest that the Regional Superior
20 was effectively taking the Management Committee's role
21 in respect of Nazareth Lodge at this period in time.

22 **A. Yes, and I think that's true, yes.**

23 Q. Although they received the letter --

24 **A. The over... --**

25 Q. Sorry. I beg your pardon.

1 **A. No. It was just the overall thing. The voluntary**
2 **visitors were doing a lot of -- giving the information**
3 **back to her.**

4 Q. And essentially the letter that we saw from Mrs Sim to
5 you would indicate that they had a much more hands-on
6 role --

7 **A. Yes.**

8 Q. -- than just handing over information to the Mother
9 Regional.

10 **A. Yes. They ...**

11 Q. There's a monitoring report again that can be seen at
12 14294. Again it says here that:

13 "The Management Committee continues to meet at least
14 on four occasions in each year and members of the
15 Committee inspect the home once per month.

16 Additionally, the Chairman of the Committee undertakes
17 inspections from time to time and the Mother Regional of
18 the Order visits and makes inspections during the course
19 of the year. At the meeting of the Management Committee
20 reports on the work of each unit are made by the head of
21 the community and particular attention is paid to
22 untoward events or complaints. The Management Committee
23 believes that these reviews are important in the
24 interests and the care of the children and the support
25 of the staff and the Committee has reviewed the

1 effectiveness of its visits and has decided to arrange
2 for one of its members to take a closer interest in and
3 identify with one unit in addition to the visits."

4 That was a direct result of a recommendation made to
5 the Management Committee. Isn't that correct?

6 **A. That's correct. I felt that one person should be going**
7 **into the individual units each month rather than**
8 **a different person each month so that the children would**
9 **recognise them, and if they were tempted to talk to**
10 **them, you know, that they would know them.**

11 Q. Just in SNB-13924, if we can just go to that, and 12923.
12 This is July -- June/July 1990. This is a letter that
13 you are writing to the Childcare Branch enclosing the
14 monitoring report for '89/'90:

15 "We consider that the report is satisfactory and
16 contains no issues which we would wish to raise with the
17 home.

18 The main issues in the previous report and in your
19 latest inspection report are being addressed."

20 Sorry. I think -- I beg your pardon. This is from
21 Childcare Branch to you. I beg your pardon:

22 "I should be grateful for any comments you would
23 have."

24 Then I think it's actually the preceding page, if we
25 can scroll up. This is you replying, saying:

1 "Further to your minute of 26th June, I would agree
2 with you that the statement is satisfactory. All the
3 elements have been addressed, if somewhat briefly.

4 The MSc course that SR148 is doing is an Open
5 University course. As you can see from the untoward
6 incidents, the client group they are dealing with are
7 quite disturbed and damaged."

8 So it's clear that you felt that the children who
9 were being cared for in Nazareth in '89/'90 were quite
10 disturbed and damaged children --

11 **A. Yes.**

12 Q. -- that the home was looking after. I just wondered if
13 that was a general feature of residential childcare by
14 the end of the 1980s, that that was the type of children
15 that homes were expected to care for.

16 **A. It was. That's right.**

17 Q. Well, Felicity, you will be glad that, even though I've
18 done most of the talking, we've come to the end of what
19 I want to address with you, but I just wondered if
20 there's anything that through the documents that we've
21 just gone through or anything that you want to clarify
22 or anything that we haven't covered, now is the
23 opportunity for you to say that before ...

24 **A. No, I don't think so. I think you've covered it all as
25 far as I can see.**

1 Q. Well, the Panel may have some questions for you.

2 Questions from THE PANEL

3 CHAIRMAN: Felicity, can I ask you just to go back to some
4 of the things you have been asked about? During the
5 course of your inspections you have described in your
6 report how you would inspect the menu. Did you share
7 the meals with the children?

8 **A. Yes. In some of the homes I did and they maybe one, in**
9 **one unit, not maybe all of the units.**

10 Q. But in Nazareth Lodge did you share the meals?

11 **A. A meal with the children in the evening.**

12 Q. In one of the units?

13 **A. Yes.**

14 Q. But the units were --

15 **A. The meals were brought to the units from a central**
16 **kitchen --**

17 Q. I see.

18 **A. -- and then they were served.**

19 Q. So one evening meal should be representative --

20 **A. Yes.**

21 Q. -- of what the children in the other two were getting --

22 **A. Yes.**

23 Q. -- because they all came from the same kitchen? Thank
24 you.

25 Can I ask you now perhaps in some more detail about

1 the structure of the home and how it was overseen? If
2 we just bring up 13917 again, if we can get it. Yes.
3 Scroll down, please. Now if we look at under heading 2
4 "Staff supervision", the writer of the memo says in the
5 second sentence:

6 "I agree with you that supervision is not the
7 function of the Management Committee ..."

8 Then if we look at 13922, this is the letter that
9 the chairwoman of the Management Committee writes to
10 you. Just scroll down a bit. Now if you look at the
11 content of that, that suggests to me that the Management
12 Committee is running the home, not on a day-to-day
13 basis, but they're responsible for it, because they're
14 adopting the recommendations. They set out in all sorts
15 of detail how your recommendations are going to be
16 implemented and what the response is going to be. That
17 seems to me to suggest that the Management Committee was
18 the body that was responsible for the oversight of the
19 running of the home.

20 **A. Yes, but the heads of the units would have been**
21 **supervising the individual staff.**

22 Q. I appreciate that, but you start with the structure of
23 the home. It is divided into three.

24 **A. Yes.**

25 Q. But at the top of the structure there is the Management

1 Committee. Isn't that right?

2 **A. Yes, that's correct.**

3 Q. So it is supervising the home, is it not?

4 **A. Well, yes, it has an overall supervision --**

5 Q. Yes.

6 **A. -- of it.**

7 Q. Now what is the role of the administering authority in
8 that sense? You see, there appears to be a dichotomy
9 here. Legally the administering authority I presume was
10 the Congregation of the Sisters of Nazareth --

11 **A. Yes, that's true.**

12 Q. -- represented by Mother Regional in Dublin --

13 **A. Uh-huh.**

14 Q. -- but in reality the management was being conducted
15 under the supervision and the oversight of this
16 Management Committee. Isn't that right?

17 **A. Well, they were helping with that I would have thought.**

18 Q. Well, I'd just like to press you a bit more on that,
19 because to give advice is one thing; to make decisions
20 is another, because the person who makes the decision or
21 the body that makes the decision doesn't have to accept
22 the advice it's given. Is that not so?

23 **A. But I think the Management Committee were representing**
24 **the views of the Congregation and of the staff in the**
25 **home.**

1 Q. Yes. Well, that brings me to the next point.

2 **A. Sorry. Collating it.**

3 Q. If we look at 14176 and we look under "Official
4 visitor", 7.2, the official visitors seem to be
5 fulfilling the role provided for by the regulation.
6 Isn't that right?

7 **A. Yes, that's correct.**

8 Q. The official visitors were the Management Committee.
9 Isn't that so?

10 **A. That's correct.**

11 Q. So they're inspecting themselves, are they not?

12 **A. But they weren't a member of the Congregation, the
13 official visitors.**

14 Q. Well, that may be for us to decide, but at the very
15 least was there not a confusion of roles here, because
16 if the Management Committee were closely involved in the
17 oversight of the home, as on one view they seem to be,
18 is it not inappropriate that they were really inspecting
19 themselves?

20 **A. Well, I suppose you could say that, but they were at
21 a distance in a sense. I mean, the home was being run
22 by the head of unit, the deputy head of unit and the
23 three unit managers.**

24 Q. Yes. Thank you. Now you say you met ministers or you
25 believe you met members of the administering authority.

1 Who do you think you would have met in those
2 circumstances? I appreciate it's a long time ago, but
3 in general terms.

4 **A. It would have been the Sister from Dublin.**

5 Q. The Mother Regional?

6 **A. Mother Regional and -- yes, really her, and then I met**
7 **NL 35 on a few occasions.**

8 Q. She was the Chair of the Management Committee?

9 **A. Yes.**

10 Q. Now if I could then ask you about -- you say that you
11 did not meet the home's medical officer, but you sought
12 written reports from him. Who -- can you remember who
13 the medical officer was at that time?

14 **A. I think it was a Dr McCauley.**

15 Q. Yes. I know his name was mentioned.

16 **A. He was a GP.**

17 Q. Yes. What form did the written reports that you
18 received take? Were they detailed reports or --

19 **A. No.**

20 Q. -- was it simply, "This is to say that all the children
21 in the home are of good health and they are receiving"

22 --

23 **A. Yes, it was.**

24 Q. -- "the appropriate inoculations" --

25 **A. Uh-huh.**

1 Q. -- "and having their eyesight checked" --

2 **A. That's all.**

3 Q. -- "and visit the dentist", that sort of thing?

4 **A. Yes.**

5 Q. So it's not that they would give you a breakdown of the
6 medical records of each individual child?

7 **A. No.**

8 Q. Would you ever look for that sort of detail as
9 an Inspector unless there had been, let's say --

10 **A. Not unless --**

11 Q. -- an epidemic of some sort?

12 **A. No, I wouldn't, and unless he had said something in**
13 **a report to me that he was unhappy about a particular**
14 **child or a particular unit --**

15 Q. Yes. In --

16 **A. -- and the children appeared to be healthy.**

17 Q. In earlier days it appears to have been the practice
18 that a medical officer, a doctor, from the Department of
19 Health would take part in inspections of homes, but that
20 practice was discontinued. Was it something that ever
21 happened during your time as an Inspector?

22 **A. No, it wasn't, no.**

23 Q. So as a non-medically qualified person you wouldn't in
24 the normal way be --

25 **A. No.**

1 Q. -- qualified other than as a lay person --

2 **A. That's correct.**

3 Q. -- to pursue any of these things?

4 **A. That's right.**

5 Q. Finally, if I could just take you to the question of
6 funding. You have told us that there was a one-off
7 increase in the per capita rate of £287 a week to £450
8 a week. That was a one-off increase, was it?

9 **A. Yes --**

10 Q. And --

11 **A. -- but that was continued after that.**

12 Q. I appreciate that. What I meant to confirm was it
13 wasn't an incremental increase. It was --

14 **A. No, it was --**

15 Q. -- increased in one go --

16 **A. Yes.**

17 Q. -- and then it presumably either remained or was
18 increased later on?

19 **A. Yes.**

20 Q. As I understand what you and I think others have said in
21 the past to us, because a voluntary home is a voluntary
22 home, it is expected or was expected at that time to
23 bear a certain proportion of the running costs out of
24 its own resources.

25 **A. Yes.**

1 Q. "If you want to be independent, you have to pay a bit of
2 it yourself" is ultimately the view, although the
3 proportions may change over a period of time. Isn't
4 that right?

5 **A. Correct.**

6 Q. But the increase from £287 to £450 in one go was
7 an increase of nearly about 58% --

8 **A. Yes.**

9 Q. -- if my maths are correct, which is a very big
10 increase. That would suggest, would it not, that the
11 per capita level of payment before the increase was very
12 significantly below where it should have been?

13 **A. Yes.**

14 Q. And do I take it that in a sense it's which comes first:
15 the chicken or the egg? If you don't have enough money,
16 you can't employ staff. If you haven't got the staff,
17 you may not be providing as good a level of care as you
18 might otherwise do. So, like so many other things in
19 life, it comes down to money. Isn't that right?

20 **A. Well, that's true and I did indicate there was a deficit
21 in their finances. So the Order were, you know --**

22 Q. Yes.

23 **A. -- subsidising.**

24 Q. I think it was as much as £45,000 had accumulated and
25 was paid off by the Eastern Board perhaps in or around

1 this time.

2 **A. Yes.**

3 Q. So the Order was having to fund what had become a very
4 large deficit. Isn't that right?

5 **A. Yes, it was.**

6 Q. Wasn't it the case at this time, Felicity, all children
7 in Nazareth Lodge were placed there by one or other of
8 the Boards?

9 **A. Yes.**

10 Q. And that had been the case for some years I think --

11 **A. Yes.**

12 Q. -- prior to your period as Inspector?

13 **A. Yes.**

14 Q. Of course, individual Boards might have placed children
15 in other homes across the province, depending on their
16 circumstances, but one way of looking at it might be to
17 say that the Boards were getting this service on the
18 cheap.

19 **A. Yes, it's possible, yes.**

20 Q. It's rather difficult to avoid that conclusion, isn't
21 it?

22 **A. It is.**

23 Q. It was a catch-22 situation. You go in and say,
24 "There's a need for staffing", but as you pointed out,
25 they can't afford to pay more staff and more qualified

1 staff unless they have the money to do it. So the
2 people who have to pay are the Boards, because that's
3 where the money is coming from.

4 **A. That's right.**

5 Q. Not all the money, but most of it. Thank you very much.

6 MS DOHERTY: Thank you, Felicity. Can I just go back?

7 I just want to clarify where you would write out to the
8 Boards and ask for their views about the quality of care
9 provided. We saw the example where the letter came back
10 quite a bit of time after you had submitted your report
11 and sent it on to the Management Committee. Would it
12 normally have been the case that the Board's views would
13 have been sought in advance so that they could inform
14 the inspection agenda?

15 **A. Well, I would write out to the Board and then I usually**
16 **saw the Principal Social Worker who was responsible for**
17 **childcare in the two units.**

18 Q. So you would have had an informal meeting with them --

19 **A. Yes.**

20 Q. -- that wouldn't be recorded. There would be ...

21 **A. No, and then the overall report would be done by the**
22 **head of the unit, by Mr Black and Mr Ferguson. They**
23 **would be collating the information from the social**
24 **workers, but I would see the Principal Social Worker who**
25 **was obviously au fait with what was going on.**

1 Q. You would have seen the Principal Social Worker before
2 you commenced your inspection?

3 **A. No, usually after the inspection.**

4 Q. After the inspection?

5 **A. Uh-huh.**

6 Q. So what would happen --

7 **A. Sometimes before, sometimes after, but I think mostly**
8 **after.**

9 Q. So if after the inspection you have kind of completed
10 the inspection and then you met with the principals and
11 they said, "We're really worried about how things are in
12 Nazareth Lodge" or whatever or any other home, how would
13 that be dealt with, Felicity, because in a sense the
14 inspection has been completed?

15 **A. But maybe necessarily the report wouldn't have been**
16 **written.**

17 Q. So you --

18 **A. It would have been part of, you know, the work that**
19 **would be done before the report would be written.**

20 Q. Would you have the ability then to go back to a home if
21 there was issues emerging --

22 **A. Oh, yes.**

23 Q. -- from your discussions?

24 **A. Obviously.**

25 Q. Do you remember if you got -- did that ever happen?

1 **A. No. All the comments were positive.**

2 Q. All the time --

3 **A. Uh-huh.**

4 Q. -- in relation to ...? But in relation to other homes
5 did that ever happen --

6 **A. No, I didn't, no.**

7 Q. -- that you had to go back? And --

8 **A. Not to my memory. I mean, I can't remember ever having**
9 **to go back.**

10 Q. And the issues --

11 **A. Because the social workers were going into the home**
12 **every month and seeing the children. So if there had**
13 **been a problem, they would have been dealing with it.**

14 Q. But if there had been a problem with the overall quality
15 of care at the home as opposed to the individual child,
16 would they have referred issues about the overall
17 quality of the home to you in the interim?

18 **A. Not really. I don't think so. It would have been**
19 **an interview with the Principal Social Worker and she**
20 **would have dealt with anything that had come up.**

21 Q. Well, this is a related question, which is the one about
22 the complaints, where one of the things you asked the
23 home to -- that you are going to be looking at is
24 complaints. What would you do -- what would you look at
25 during an inspection in relation to complaints?

1 **A. I looked at the detail -- the record of the complaints**
2 **that have been recorded.**

3 Q. Okay, and what would be your purpose in doing that?
4 What would ...?

5 **A. To see what level of care -- you know, the behaviour**
6 **that the staff are having to deal with and to see if**
7 **there was any issues that should be raised.**

8 Q. Would there be any -- I mean, I suppose in relation
9 to -- you could have a situation where Boards are
10 dealing with separate complaints, you know, about one
11 Board is dealing with a complaint from one child,
12 another Board from another child, but did you have
13 a role in beginning to identify any trends or patterns?
14 Was that ...?

15 **A. I just would have recorded those.**

16 Q. You would record those?

17 **A. Yes.**

18 Q. But -- and then address them with the Management
19 Committee or ...?

20 **A. Well, they would be raised when the report was**
21 **completed.**

22 Q. Okay. The issue about money where it was said that
23 Nazareth Lodge had a deficit but precise information
24 about this was not available, was that of concern,
25 because in a sense if it was a very big deficit, there

1 would be a bit about the ongoing security of the home.

2 Was that the sort of information you would have -- if it
3 wasn't available, you would have asked for in more
4 detail or ...?

5 **A. I honestly can't remember that, but it would have been**
6 **passed on to the Policy Branch at that stage if there**
7 **was a problem.**

8 Q. So if you had picked up a problem that Nazareth Lodge
9 was really -- I mean, 45,000 wasn't a small deficit; it
10 was considerable -- if you had known it was 45,000,
11 would you have thought that was sufficient to refer it
12 to the Policy Branch?

13 **A. Yes, I suppose so, yes.**

14 Q. Okay. Thank you.

15 MR LANE: You mentioned about the closure of the home some
16 time after the inspections that you are making and it
17 obviously had reduced in size over time --

18 **A. Yes.**

19 Q. -- as well. Was there a general reduction in the use of
20 residential care at that time among all the homes and
21 across Boards?

22 **A. I don't think so, although there was a trend towards**
23 **getting fostering --**

24 Q. Uh-huh.

25 **A. -- much more fostering, but no, they all seemed to be**

1 **dealing with quite a big number. I mean, they very**
2 **rarely had vacancies is my memory of any of the homes.**

3 Q. So does that mean that children were being placed in the
4 other homes rather than in the Nazareth House homes?

5 **A. Yes.**

6 Q. Would that be because of the point you made about the
7 institutional nature do you think or were there other
8 reasons?

9 **A. No. I think it was just it had been -- the units had**
10 **been reduced and they were only taking ten now in each**
11 **unit rather than the numbers that they had before.**
12 **I mean, they had been up to forty I think at one stage**
13 **when I -- I think my first inspection the numbers were**
14 **bigger.**

15 Q. By this time were Catholic children being placed in the
16 state homes and so on?

17 **A. Oh, yes.**

18 Q. Right. Okay. Thank you.

19 CHAIRMAN: Well, Felicity, I am sure you will be relieved to
20 hear that is the last question we have for you.

21 **A. Thank you.**

22 Q. Thank you very much indeed for coming to speak to us,
23 because one of the things you have been able to do for
24 us is explain as somebody who came in from the outside
25 how things were rather than -- and provided for in

1 Nazareth Lodge in particular. So we are very grateful
2 to you for coming to share your information about
3 them -- about the home with us. Thank you for coming.

4 MS SMITH: Sorry, Chairman. Just before Felicity leaves,
5 there is -- I don't know if we need to call it up --
6 there is two documents in the bundle at SNB-14017 and
7 14018, which indicate SR121 forwarding Dr McCauley's
8 Report of Hygiene and Cleanliness and there's a very
9 short report attached from him.

10 CHAIRMAN: What are those references again?

11 MS SMITH: It is on the screen now. 14017, and we see
12 that's March 1989:

13 "Please find enclosed Dr McCauley's report of the
14 hygiene and cleanliness of the home for your files as
15 promised."

16 Then if we could scroll down, if it's possible, to
17 the next page, 14018, we see:

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

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

25 Now I have not been able to put my hand on it, but

1 I know in the bundle of material that I outlined I have
2 seen another report from Dr McCauley talking about the
3 general health of the children.

4 CHAIRMAN: Yes. Thank you.

5 MR MONTAGUE: Chairman, just before you rise there is, in
6 fact, another relevant document just for the Panel's
7 note. It is at 13897 from Dr McCauley.

8 MS SMITH: That might be the one I was looking for.

9 MR MONTAGUE: September 1994.

10 MS SMITH: Yes. That's certainly a later document. There
11 is --

12 CHAIRMAN: Yes.

13 MS SMITH: -- something similar, but there are these short
14 reports included in the bundle annexed to the reports of
15 Mrs Beagon.

16 CHAIRMAN: Thank you very much.

17 (Witness withdrew)

18 MS SMITH: Chairman, the next witness is Mr Aiken's.

19 I think he should be ready to start very shortly. So if
20 we take a very short break.

21 CHAIRMAN: We will rise for a few minutes.

22 (11.12 am)

23 (Short break)

24 (11.35 am)

25

1 WITNESS NL170 (called)

2 CHAIRMAN: Mr Aiken.

3 MR AIKEN: Chairman, Members of the Panel, good morning.

4 The next witness today is NL170, who is "NL170". NL170
5 is aware, Chairman, you are going to ask her to take the
6 oath.

7 WITNESS NL170 (sworn)

8 CHAIRMAN: Thank you, NL170. Please sit down.

9 Questions from COUNSEL TO THE INQUIRY

10 MR AIKEN: NL170, first of all, you were scheduled to give
11 evidence on Thursday last and because of logistical
12 issues that arose for us you've kindly come back today.
13 Thank you for doing that. I appreciate these forums can
14 cause nervousness for anyone. So there's no difficulty
15 about that, and if you have any difficulty at any stage,
16 just make me aware of that.

17 **A. Okay.**

18 Q. If you need to take a break, that's what we'll do. You
19 have water there.

20 I'm going to bring up on the screen, NL170, a copy
21 of your witness statement at 7483 and it has the black
22 marks that are part of the Inquiry's redaction anonymity
23 process. Can you just confirm for me that, when you
24 look for it, it matches apart from the black marks the
25 first page of your hard copy that you have?

1 **A. It does, yes.**

2 Q. Then if we can go through to the last page at 7492 and
3 again if you just check for me that it matches the last
4 page that you have --

5 **A. It does.**

6 Q. -- apart from the black mark and can you confirm that
7 you have signed your witness statement?

8 **A. I have.**

9 Q. And you want to adopt its contents as your evidence to
10 the Inquiry?

11 **A. I do.**

12 Q. As you know, the black marks are part of that anonymity
13 policy that the Inquiry operates and you wish to keep
14 your anonymity?

15 **A. I do.**

16 Q. Just bear with me for a moment, and I want to just give
17 the Panel some references in the electronic bundle to
18 material that relates to what you have to say. There
19 are four other statements that relate to the issues that
20 NL170 talks about.

21 There's a replying statement from the Sisters of
22 Nazareth and that's at SNB-2284 to 2285.

23 There is a replying statement from SR18 or SR18, as
24 she was at the time. The first of those deals with more
25 general childcare issues she was involved with at the

1 time that NL170 was there and that's of 7th April 2015.
2 That runs from 2253 to 2262.

3 There then is a second statement from SR18 or SR18,
4 as she is now, of 27th April responding to what NL170
5 had to say in her witness statement and that is at 2286
6 to 2290.

7 Then on 1st May the Inquiry received a replying
8 statement from SR148, which runs from SNB-80109 to
9 80113. While that also talks about more general issues
10 about SR148's time, it also addresses some of the
11 matters that NL170 raised in her statement. I have had
12 the opportunity to discuss, as has Ms Doogan, the
13 content of those statements with NL170 prior to her
14 giving her evidence.

15 NL170, you were born on 20th January 1967.

16 **A. I was.**

17 Q. Don't be shy about this. Everyone has to go through
18 this I'm afraid. You are now aged 48.

19 **A. I am.**

20 Q. You explain in the first section of your statement you
21 qualified as a social worker in 1993. At that point you
22 would have been 26 years of age.

23 **A. Yes.**

24 Q. You went to Nazareth Lodge very quickly thereafter --

25 **A. Yes.**

1 Q. -- having seen an advertisement for a residential social
2 worker post. You went in January 1994 and stayed there
3 for essentially 18 months until September 1995.

4 **A. Yes.**

5 Q. That was between the ages of 27 and 28. So in terms of
6 your working life you were a young person going in to
7 work in a residential children's home.

8 **A. Yes.**

9 Q. You talk about your experience in your statement and the
10 Panel have had the opportunity to read that statement,
11 and I am going to come to some particular issues as we
12 go through, but what I wanted to ask you just, first of
13 all, from the discussions that we have been having, you
14 were assigned to and worked in the unit that SR18 ran --

15 **A. Yes.**

16 Q. -- but there were two other units. One was run by SR10
17 and the other was run by SR148.

18 **A. Yes.**

19 Q. What I wanted just to -- it is right to say that the
20 units were very autonomous in the sense that there was
21 not a great deal even of relationship between the
22 different civilian staff members of each of the units --

23 **A. That's right.**

24 Q. -- in addition to whatever relationship the nuns might
25 have had with each other --

1 **A. Yes.**

2 Q. -- in terms of how they ran things --

3 **A. Yes.**

4 Q. -- but what you were explaining --

5 CHAIRMAN: You're very softly spoken. Would you mind just
6 bringing the microphone a little closer to you and doing
7 your best to speak up.

8 **A. Okay.**

9 CHAIRMAN: That's better. Thank you very much.

10 **A. Sorry. Thank you.**

11 MR AIKEN: You were explaining to me the reason why you were
12 able to form a view about the two other Sisters who ran
13 the two other units was essentially two-fold. They
14 would on occasion have come in and out through the unit
15 --

16 **A. Yes.**

17 Q. -- and at the time you were working with civilian staff
18 who had been there for longer and who did share their
19 experiences, as might happen in a work force, of
20 different people who were their boss.

21 **A. Yes.**

22 Q. In addition to that a third way is that since you left
23 and took up working for the Down & Lisburn Trust, as it
24 was then, you had cause to have contact with at least
25 one child who was looked after by SR148 --

1 **A. Yes.**

2 Q. -- who talked to you about some of the matters that
3 allowed to you say what you've said in your statement --

4 **A. Yes.**

5 Q. -- relating to her.

6 What I want to ask you to confirm for the Panel is
7 that your experience of SR10 and all that you heard of
8 her was that she was really warm and good with the
9 children in terms of how she ran her unit --

10 **A. Very much so.**

11 Q. -- and that your experience of her was someone who
12 talked out with the children --

13 **A. Yes.**

14 Q. -- the issues that they had.

15 **A. Yes.**

16 Q. In respect of SR148 she was seen by you and others then,
17 and still you would hold this view, that she was herself
18 the only qualified head of unit. She was seen as being
19 more in overall charge --

20 **A. Yes.**

21 Q. -- of the three units.

22 **A. Yes. She was seen like an unofficial head.**

23 Q. Albeit there was a Mother Superior --

24 **A. Yes.**

25 Q. -- in the house, who was SR121.

1 **A. Yes.**

2 Q. I'm going to come back to her. Your view of SR148, you
3 have explained she was close to SR18.

4 **A. Yes.**

5 Q. They walked their dogs together you said to me and, in
6 fact, I think SR148 says that in her statement, which
7 has been filed recently with the Inquiry, but
8 you weren't receiving direction or any guidance from
9 SR148?

10 **A. No.**

11 Q. It was purely working with SR18?

12 **A. Yes.**

13 Q. The point that you made to me was, unlike your
14 subsequent experience when you came into the Down &
15 Lisburn Trust, there was no clear for you policies and
16 procedures about how life was to be run in Nazareth
17 Lodge that remotely was similar to what you found when
18 you went into the Trust.

19 **A. Yes. I wouldn't have seen any policy or procedure when
20 I went to Nazareth Lodge, but it would be very clear in
21 Down & Lisburn.**

22 Q. So it was a matter of you came in and this was all you
23 knew, because you had not -- this was your first working
24 in a residential childcare unit, and you -- am I
25 slightly wrong about that?

1 **A. Slightly wrong, yes. I'd worked briefly in Richmond**
2 **Fellowship, which was a residential unit for children as**
3 **well.**

4 Q. And was that run by a Trust?

5 **A. No. That would have -- Richmond Fellowship is**
6 **an organisation in itself.**

7 Q. So it was another voluntary organisation?

8 **A. Yes.**

9 Q. Would it have had more procedure type structure than you
10 found in Nazareth or were they broadly similar in terms
11 of how they functioned?

12 **A. They were broadly similar. I mean, Richmond had its own**
13 **ways of doing things, but it would have been similar in**
14 **terms of your liaison with social workers in the**
15 **community and stuff. You would have know what to do**
16 **there.**

17 Q. And would they have had procedures in the way you later
18 found at Down & Lisburn Trust or were they more similar
19 to Nazareth Lodge? You learned by doing on the ground,
20 as it were?

21 **A. Yes, you would learn by doing.**

22 Q. That was your experience then in the unit you were
23 assigned to with SR18, that you learned more by doing
24 than necessarily being given procedures or manuals to
25 read as to understand, "This is how we do things".

1 **A. Yes. You rely very much on your team members to kind of**
2 **guide you and tell you what way to do things.**

3 Q. And your involvement with your colleagues -- by that
4 I mean the civilian staff -- you name four or five of
5 those who worked with you in SR18's unit. You had
6 different shifts at times and would have been on
7 together at times, but you mention also in your
8 statement your first port of call in September '94 when
9 you were wanting to raise issues was to go to a lady
10 called NL169.

11 **A. Yes.**

12 Q. Now she did not work in your unit.

13 **A. She was -- I'm trying to remember her role. She was**
14 **a social worker, but she was over all of the units. She**
15 **wouldn't have been specifically assigned only to one**
16 **unit. She was somebody that we could have gone to and**
17 **spoken to if we had concerns or if we needed guidance**
18 **about work issues.**

19 Q. That is the person you go to then in September 1994.
20 Just before we go to that it is right to say also that
21 your experience, looking back at your time in the home,
22 was that most, if not all, of those children that you
23 were being asked to look after and that SR18 was being
24 asked to look after had very major attachment
25 difficulties arising from very difficult circumstances

1 that they'd come from --

2 **A. Yes.**

3 Q. -- and that made -- while there were lots of good times
4 in the home -- and I'm not going to bring them up for
5 reasons of taking time with you, but you've seen some of
6 the photographs that show --

7 **A. Yes.**

8 Q. -- clearly warm relationships are taking place at times.
9 So there were a lot of good times working in the home
10 with difficult children --

11 **A. Yes.**

12 Q. -- but when their behaviour was difficult, life was very
13 difficult.

14 **A. It could be. It was challenging for everybody.**

15 Q. Essentially to try and bring together all that you have
16 had to say, and we'll look at some of the specifics of
17 it, you felt very alone in terms of when you raised
18 issues involving the nuns, you felt they weren't taken
19 forward, weren't dealt with. You'd no great degree of
20 support at all within the home, and your effort to
21 engage with a social worker outwith the home didn't
22 provide you much more comfort than what you were finding
23 in the home.

24 **A. Not at all.**

25 Q. Is that fair?

1 **A. Yes, that's fair.**

2 Q. That's your effort when you're talking to NHB137 about
3 NL164.

4 **A. Yes.**

5 Q. We'll come back to that briefly. That sense of being
6 alone, trying to raise issues and have things dealt with
7 was a very difficult place to be you found --

8 **A. Yes.**

9 Q. -- and you remain of that view as you look back about
10 your time working there.

11 **A. Yes.**

12 Q. I'm not going to go through the detail of this, but
13 I just want to look at September 1994. You write
14 a report to SR121. Now if we just bring up, please,
15 17968. SR121 was the Mother Superior.

16 **A. Yes.**

17 Q. The genesis of this document -- you can see in the top
18 left "Report for SR121", and if we go to the very last
19 page, please, which is at 17971, the document itself
20 isn't dated, but it's a four-page document, and from the
21 deduction, if we go to, please, 17971, and you'll see
22 you've signed the document.

23 **A. Yes.**

24 Q. For -- in the interests of time and you not sitting
25 there for longer than you have to I have been able to

1 deduce from this and other documents that this
2 particular report from you is written in and around
3 September 1994.

4 **A. Yes.**

5 Q. So you've been there about nine months, and you're
6 raising with SR121 in writing about four issues when one
7 pieces the various discussion together that takes place
8 in the document.

9 You explain that this came about by you going and
10 talking to NL169 about your concerns about some of
11 SR18's conduct towards various children, but in
12 particular NL164 --

13 **A. Yes.**

14 Q. -- who you were a key worker to.

15 **A. Yes.**

16 Q. You were explaining to me that one of the most difficult
17 things for you was, having taken this step, you go and
18 see NL169. She tells you need to talk to SR121, and
19 nothing then is done as far as you know about the
20 concerns you raise other than SR18 becomes aware of the
21 fact that you've raised them --

22 **A. Yes.**

23 Q. -- and is able then to refer you to the fact that she
24 knows what you did.

25 **A. Yes.**

1 Q. But to your knowledge SR121 didn't subsequently explain
2 to you, "Well, what I've done is I've reported to the
3 social workers" or "I've reported to the Management
4 Committee" or ... You were not -- if she did any of
5 those things, you were not aware of them --

6 **A. No, not at all.**

7 Q. -- at the time.

8 **A. I don't think I met with her again after this.**

9 Q. You were trying to explain to me -- and your statement
10 tries to cover this -- the sense of loneliness that you
11 describe is accentuated when she doesn't return to you
12 about these issues, but it becomes clear to you that
13 SR18 knows that you have had something to say about her.

14 **A. Yes. I would have known that she would have been told
15 about the report.**

16 Q. Yes, and understandably she would need to be asked --

17 **A. Yes.**

18 Q. -- about what she has to say about those things and you
19 would expect that to happen, but it was the non-return
20 or non-engagement with you --

21 **A. Yes.**

22 Q. -- about the issues increased that sense of isolation.

23 **A. Yes.**

24 Q. Is that a fair way of --

25 **A. Yes, it is.**

1 Q. -- what you were trying to explain to me? It seems --
2 just for the record you worked alongside NL171. It
3 appears that she herself wrote, if we just look, please,
4 at 6117 -- and I know this is a document you have had
5 the opportunity to read.

6 **A. Yes.**

7 Q. 6117 and 6118 is -- if we move on to the next page,
8 we'll see that it's signed by NL171 at the bottom, where
9 again she's raising not necessarily all of the same
10 issues, although there are some of the same issues, and
11 again it was being written to SR121, and just for the
12 record NHB137 was contacted by NL171 about these matters
13 in early September 1994. His contact sheet for it is at
14 6116.

15 So you've been asked by NL169. NL171 has already
16 written it seems a report for SR121. You write a report
17 for SR121. You obviously -- I appreciate you can't now
18 at this remove remember precisely how all of this
19 happens, but you felt the need to get in touch with
20 NHB137 --

21 **A. Yes.**

22 Q. -- about it, and he on his contact sheet, if we look,
23 please, at 6120 -- and I appreciate you doing the best
24 you can with your memory don't necessarily agree with
25 the content of a couple of these documents I am going to

1 show you -- but this is recorded as 13th September 1994
2 on the left-hand side of the page:

3 "NL170 rang to home to say she had compiled report
4 in regard to incidents whereby NL164 had been locked in
5 the kitchen by Sister."

6 So that appears to be a reference back to the
7 document that we looked at:

8 "She was advised not to share this information with
9 Social Services."

10 Now is that your recollection of what SR121 was
11 telling you?

12 **A. It is, yes.**

13 Q. "NL170 had a copy of her report which she would give to
14 me this pm when I went to visit the unit."

15 Then the discussion -- the contact sheet of the next
16 day, if we look, please, at 6124 -- and we may need to
17 rotate this page, please, unless it comes up in the
18 correct -- and it doesn't. If we can rotate that,
19 please. This is -- he had had a discussion with NL164
20 on another contact sheet, NL170, and then this is the
21 one that relates to you. He says:

22 "Spoke to NL170 re her concerns for NL164. NL170
23 now not able to or willing to speak about these other
24 than it seems NL164 is being picked on. When asked for
25 report, NL170 declined to forward this to me. She was

1 advised any concerns would be investigated if raised."

2 So the impression that conveys, as I was discussing
3 with you, was that whatever had happened overnight --

4 **A. Uh-huh.**

5 Q. -- you no longer felt comfortable with giving him a copy
6 of the document that you had written to SR121. Your
7 recollection of this is different.

8 **A. Very much so.**

9 Q. Do you want to just explain to the Panel what you
10 recollect?

11 **A. I would have spoken with NHB137 about everything that**
12 **was in the report. I have no physical memory of**
13 **actually handing him the report, but I don't know why**
14 **I wouldn't have done that. I'd kept copies**
15 **specifically. What I do recall vividly at the end of**
16 **NHB137's visit was that he asked me to tell him nothing**
17 **else, because there was nothing he could do. I can**
18 **still see him standing at the door of the unit and**
19 **saying it and it was -- I never took it as a malicious**
20 **thing. I took it as a powerless position that he was**
21 **in. I knew that day that NL164 had said to NHB137 he**
22 **wasn't going to say anything.**

23 Q. And might that have been where that comes from, that he
24 is caught between you are concerned, NL171 is concerned
25 --

1 **A. Uh-huh.**

2 Q. -- by what you're seeing, not necessarily what you're
3 hearing from NL164. You're wanting to raise the issues
4 --

5 **A. Yes.**

6 Q. -- because you think that those are sufficiently
7 important in terms of childcare practice that they
8 should be looked at --

9 **A. Yes.**

10 Q. -- but the child himself for whatever reason doesn't
11 want the matters pursued and the social worker then is
12 effectively caught in a bind between well, what does he
13 do where a child is saying, "Right. I don't want
14 anything done about that. I'm not bothered about it" or
15 whatever? As we can see from NL164's history through
16 the documents, occasionally he'd have wanted to complain
17 --

18 **A. Yes.**

19 Q. -- and then elected when NHB137 came he wasn't
20 complaining and so on and so forth. It was like the
21 Grand Old Duke of York quite often. He describes on one
22 occasion finding that humorous that NHB137 had to come
23 to deal --

24 **A. Yes.**

25 Q. -- with a complaint and then he was sent away again.

1 Might that be what we are seeing here in terms of your
2 recollection is of helplessness from him, because you
3 are saying to the Inquiry, in fact, already NHB137 had
4 been told by NL164 he didn't want to make anything of
5 these things, albeit you were concerned about them?

6 **A. I do dispute, though, why he is saying I am not able or**
7 **willing to speak about these. That I totally disagree**
8 **with. I would have spoken very frankly with NHB137, as**
9 **would NL171.**

10 Q. So that's your -- that's where the difference is --

11 **A. Yes.**

12 Q. -- that you wanted him to know what the concern for you
13 was and obviously his recollection and his note in
14 fairness to him is of a different order.

15 But you then continue to work in Nazareth Lodge
16 essentially for another year --

17 **A. Yes.**

18 Q. -- after this incident that involves you writing the
19 report and talking to NHB137.

20 **A. Yes.**

21 Q. As it turns out, some of the matters you were talking to
22 NHB137 -- putting in this report ultimately featured in
23 the investigation that took place some eighteen months
24 later that resulted in SR18 resigning, although there
25 was then another series of events in the summer of 1995

1 that also featured that we will look at.

2 **A. Yes.**

3 Q. But you left Nazareth Lodge in 1995. Just before I --
4 move on to deal with what happens after you leave, you
5 explain this in your statement, and you have made the
6 point to me a number of times when we were speaking,
7 that while there was a bad side to SR18 that was your
8 experience of her that could be manipulative, that could
9 be not how you felt someone heading a unit in
10 a children's home should behave --

11 **A. Yes.**

12 Q. -- at the same time she could do lots of good things and
13 could be very warm --

14 **A. Yes.**

15 Q. -- and was, in fact, even at this remove someone you
16 liked.

17 **A. Yes, I really did like her actually. She could be**
18 **really warm, really funny. When she was in great form,**
19 **the place buzzed. I really liked her. There was just**
20 **another side to her that was scary and hard to**
21 **understand.**

22 Q. And when you -- and this is something we haven't been
23 able to iron out either from documents or from our
24 discussion. However it comes about, after you appear to
25 have left in September of '95, you end up in contact

1 with Judith Chaddock --

2 **A. Yes.**

3 Q. -- who was Social Services Inspectorate Inspector --

4 **A. Yes.**

5 Q. -- who was doing inspection at the end of October/start
6 of November 1995. Now you were saying when you went
7 into the Down & Lisburn Trust, you remember having
8 discussions with people --

9 **A. Yes.**

10 Q. -- about your time in Nazareth Lodge and the
11 difficulties you found there and, in fact, some of them
12 I think shared from their own experience some of the
13 difficulties that you were articulating, not the
14 specific incidents, but the atmosphere --

15 **A. Yes.**

16 Q. -- or the nature of working at least in some of the
17 units and -- but however it happened, you ended up in
18 contact with Judith Chaddock.

19 **A. Yes.**

20 Q. If we can bring up, please, 17972, this is the first
21 page, and we can see this is a report for Judith
22 Chaddock:

23 "Following our conversation of Monday,
24 6th November 1995, I explained to Judy my concerns on
25 leaving Nazareth Lodge and my reasons for doing so."

1 This document is I think six pages. If we just go
2 to the last page for a minute, please, 17977, and it
3 finishes -- it is not signed by you, but it is your
4 document in your handwriting.

5 **A. It is signed by me.**

6 Q. Sorry. It is signed. You are quite right. In the
7 bottom left-hand corner you say:

8 "Judy, I could go on for hours and hours and have
9 seen many things. Please let me know if there is any
10 more I can do.

11 NL170."

12 Again I am not going to go through the detail of
13 this, but what you do in this document, NL170, and you
14 have had the chance to read it again, is you raise a
15 series of issues about general practice and staff
16 treatment and conditions --

17 **A. Yes.**

18 Q. -- in -- and, in fact, we can see some of them on the
19 particular page we are looking for, about the levels of
20 staff, and you on the first page talk about not being
21 given either a professional rate of pay or professional
22 terms and conditions, about the fact there wasn't
23 a pension schemes or sickness pay. There was issues
24 over holiday times.

25 You do explain, if we go to 17972, please -- now you

1 have no recollection of this, as I understand it, but if
2 we look at the very bottom of the page, you say this was
3 a particular -- being said to you in terms of you going
4 I think to Donegal, and it was being said that you going
5 there looking after the children was a holiday for you
6 --

7 **A. Yes.**

8 Q. -- as much as the children and you didn't necessarily
9 see it that way. You say:

10 "I have already raised these issues with a member of
11 Nazareth Lodge Management Committee, **NL 35**."

12 **A. Yes.**

13 Q. Now presumably if you wrote that at the time, that's
14 what happened, but you don't yourself remember now doing
15 that. Is that right?

16 **A. Yes. I've a very vague memory of the Management
17 Committee, but I don't remember a specific discussion
18 with her.**

19 Q. Okay. Can you remember were -- whether -- I'm sure they
20 were not wearing Management Committee stickers -- but
21 people being in and out through the unit that you knew
22 were overseeing or keeping an eye on or perhaps -- how
23 would you have characterised them and how often might
24 you have seen them during your time?

25 **A. From memory not very often. We would have been told**

1 **about a Management Committee and that people would visit**
2 **every now and again, but it would have -- to my memory**
3 **it wouldn't have been very often. Nobody stands out in**
4 **particular.**

5 Q. It may be around this time there was one or two
6 individuals who were visiting each month and therefore
7 you would have seen them maybe --

8 **A. Possibly, yes.**

9 Q. -- a dozen times --

10 **A. Yes.**

11 Q. -- if you happened to be on at the time they were in --

12 **A. Yes.**

13 Q. -- doing their visitation, but it seems you have talked
14 to her about conditions. Unfortunately the minutes of
15 those Management Committee meetings, if there were any,
16 are not yet available to the Inquiry. So whether
17 there's any reference to that we don't as yet know, but
18 you explain, if we move on to the next page, that you've
19 forwarded Judy a copy of the report that you were asked
20 to write by SR121:

21 "... following my discussion with her last year."

22 **A. Uh-huh.**

23 Q. That's signalling that you've written this report, which
24 you've given to Judith Chaddock. You've also given her
25 the earlier report that you've given to SR121.

1 **A. Yes.**

2 Q. Then -- and I am not going to go through the details,
3 because the Panel has looked at the various issues with
4 NL164 and others, and I will deal with SR18's evidence
5 in respect of those -- but you explain over the next
6 number of pages what I've counted out to be essentially
7 fifteen incidents that you recollect happening during
8 your period of a year that were of sufficient concern to
9 you that you felt you should tell the Social Services
10 Inspector about them.

11 **A. Yes.**

12 Q. You -- there is a typed report of that that's also
13 available. I will just give the Panel the reference for
14 that, which is at 49382 to 49385. I will come back just
15 at the end to sort of more general matters you talk
16 about. We have covered -- this is all by and large
17 about incidents involving SR18, the head of the unit,
18 and you have explained, and we have dealt with it in
19 evidence, in paragraph 15 of your statement that there
20 was part of her you really liked and she was warm and
21 funny.

22 You do say, if we can look, please, at 17976, which
23 is part of your report to Judith Chaddock, if we scroll
24 down to the bottom, please:

25 "I have raised these concerns with Sister only to

1 make my own position more difficult, as I would then be
2 told off for something in front of staff and children
3 alike."

4 **A. Uh-huh.**

5 Q. So if this is accurate, which was written at the time --

6 **A. Yes.**

7 Q. -- you are saying that Judith Chaddock not only did you
8 write a report to SR121, but you must have had some
9 discussion --

10 **A. Uh-huh.**

11 Q. -- with SR18 herself about some, whatever, and as
12 I understand it, you don't remember now what you might
13 have talked to her about specifically.

14 **A. No. I just know that there were times we would have had**
15 **discussions about some of the things that had happened,**
16 **not least because I would have wanted her to know that**
17 **I knew certainly that NL164 and NL 168 were telling me**
18 **things.**

19 Q. The fact of those conversations then you felt came
20 against you in the home --

21 **A. Yes.**

22 Q. -- as it were. You we have looked at already then had
23 also talked to SR121 in September '94 and you have made
24 Judith Chaddock, the Department's Inspector, aware of
25 that. If we look also at 17972, at least some concerns,

1 although there -- as we have touched on, albeit more
2 about general staffing issues --

3 **A. Right.**

4 Q. -- appear to have been raised with the Management
5 Committee's chair.

6 **A. Yes.**

7 Q. So there have been a number of occasions during your
8 year when you have raised with various people, because
9 we have got NL169, we have got SR121 --

10 **A. Uh-huh.**

11 Q. -- we've got **NL 35** from the Management Committee,
12 and it appears from this record that there had at least
13 on some occasions been discussions with SR18 herself --

14 **A. Yes.**

15 Q. -- about things you were not comfortable with. Looking
16 back, the point you are making to the Inquiry is you
17 never felt that your concerns were properly dealt with
18 or treated seriously and actioned.

19 **A. Never, not until I left and went to Down & Lisburn.**

20 Q. The point you were making to me earlier was some of
21 these incidents in your subsequent experience of working
22 in a statutory -- in the statutory sector, as it were,
23 connected to Trusts, a more open and transparent
24 approach than you found in Nazareth, the person would
25 have been suspended --

1 **A. Yes.**

2 Q. -- even if it turned out the allegation was subsequently
3 false, but the matter would have been quickly
4 investigated --

5 **A. Yes.**

6 Q. -- to get to the bottom of what is the precise position
7 and then dealt with.

8 **A. Yes.**

9 Q. Your experience, as you look back, is there was the
10 opposite of that. There was a suppressing of issues
11 rather than a dealing with them.

12 **A. Yes, certainly.**

13 Q. You explain in paragraph 8 of your statement, if we
14 look, please, at 7484 -- I want to talk to you briefly
15 about NL165. I will -- again I will deal with SR18's
16 evidence in respect of this. I should say again,
17 although it's been repeated here regularly, none of the
18 names we use can be used outside the chamber and anybody
19 who is here today is aware of that and the Inquiry's
20 restriction orders in relation to it. What you are --
21 NL165 is somebody who was a resident.

22 **A. Yes.**

23 Q. He left, if my recollection of the material I was
24 looking at is correct, in and around 1992 as
25 an 18-year-old, and then he comes back into the unit --

1 **A. Yes.**

2 Q. -- as a 20-year-old, essentially a 21-year-old, during
3 your period working there. You explain in paragraph 8
4 that he would have frequently come to the unit and would
5 have stayed in the unit.

6 **A. Yes.**

7 Q. Responding in your statement, you make the point that
8 NHB137 said to the Inquiry he had a perception he was
9 almost like a member of staff.

10 **A. Uh-huh.**

11 Q. You disagreed with that. You say he was certainly not
12 a member of staff, but he was like SR18's henchman, as
13 it were.

14 **A. Yes.**

15 Q. You felt he had too much control and involvement in the
16 children's unit.

17 **A. Yes. I think he was allowed -- he was allowed control
18 of the unit in that he could manage some of the
19 children's behaviours. He was allowed to do that, but
20 he wasn't -- he was not a member of staff.**

21 Q. One of the issues that you discuss in paragraph 8, you
22 make the point that you would have seen him come out of
23 SR18's bedroom.

24 **A. Yes.**

25 Q. That your belief is there would have been occasions when

1 he stayed overnight.

2 **A. Yes.**

3 Q. SR18 has said he would have used a spare room. The
4 point you make about that is well, that might have been
5 the case when the unit was not full --

6 **A. Yes.**

7 Q. -- but on occasions when it was full and he was there,
8 your belief is he did stay in her room. That might be
9 entirely innocent --

10 **A. Yes.**

11 Q. -- but it's the perception that that creates.

12 **A. Yes.**

13 Q. I was asking you is it the case that a number of things
14 you discuss here, because they were seen by staff
15 members who then talk, the perception of what they have
16 seen, the fact might be entirely innocent, however
17 inappropriate, but the perception is what led to the
18 discussion that there was too close and perhaps a sexual
19 relationship between SR18 and this former resident?

20 **A. Yes. That would have been the rumour when I went to**
21 **Nazareth Lodge. I mean, it was already there as a**
22 **rumour, well-founded, but that's all I could say that it**
23 **was.**

24 Q. What you describe then in terms of what you witnessed
25 wouldn't have helped that rumour --

1 **A. No.**

2 Q. -- ease away --

3 **A. No, not at all.**

4 Q. -- albeit it may be nothing more than a rumour, because
5 SR18 has said to the Inquiry that her relationship with
6 this boy was entirely that of a mother and son --

7 **A. Uh-huh.**

8 Q. -- which may be and I think you accept may be entirely
9 what her intention was --

10 **A. Yes.**

11 Q. -- but the various things that you saw and that you know
12 others saw then led the continued discussion about it to
13 take place.

14 **A. Yes.**

15 Q. I was asking you: was there never a sort of forthright
16 "What's this boy doing here?" discussion?

17 **A. With SR18?**

18 Q. Yes, and you made the point to me that's just not the
19 type of home you were in. You didn't have that
20 challenge of the nuns.

21 **A. Not -- not -- oh, you would have been taking your life
22 in your hands to have that discussion with SR18 I think.
23 Other stuff that you were more grounded or had more
24 information about is different, but that no, no.**

25 Q. One of the points that the Congregation make -- and they

1 were perhaps you understand understandably exercised at
2 the suggestion one of their colleagues was having
3 an inappropriate relationship with a child of a sexual
4 nature -- that you didn't make this point in any of the
5 reports --

6 **A. Uh-huh.**

7 Q. -- or verbally at the time --

8 **A. Uh-huh.**

9 Q. -- and well, if this were really the way it was, why not
10 do that? Why not, especially after you've left? You
11 are pouring out, however it came about, to Judith
12 Chaddock, "Look, I wasn't happy here" --

13 **A. Yes.**

14 Q. -- over many pages. Why not give reference to these
15 things, "And, look, by the way she had an
16 ex-resident" -- I think there is reference to the
17 ex-resident, but there's not reference to him being --
18 sleeping in her room potentially --

19 **A. Yes.**

20 Q. -- using her bathroom, not necessarily having his
21 clothes on with -- when the door is open, perhaps having
22 had a shower or whatever.

23 **A. Uh-huh.**

24 Q. Why not make reference to those things at the time?

25 **A. I don't think there's one simple answer. I think part**

1 of it is I never felt anybody listened when I was within
2 Nazareth and that was about incidents that I had
3 specific evidence for. This would have been
4 speculation. It would have been about rumour. None of
5 us would have raised this within Nazareth, because we'd
6 no -- we'd no evidence other than is this just somebody
7 who is wildly inappropriate and naive? There was
8 nowhere to go with that kind of discussion in Nazareth.
9 It wouldn't have been an open system like that.

10 Q. Well, even when we get to the Judith Chaddock period --

11 A. Uh-huh.

12 Q. -- which is after you've left and now it's out beyond
13 Nazareth in the sense this is an SSI Inspector, why not
14 then raise these things with her that, "Look, there's
15 inappropriate -- innocent or otherwise" --

16 A. Uh-huh.

17 Q. -- "inappropriate things happening within the unit" and
18 explain these types of things to her? Why did you not
19 feel able to talk to Judith Chaddock about those types
20 of things?

21 A. Truthfully I'm not sure, because I don't -- I don't
22 remember. I don't know why I wouldn't have other than
23 the stuff that I would have been more concerned about
24 was the stuff that had happened with NL164 and that for
25 me there was evidence for. There were other people who

1 **were involved who could also back that up.**

2 Q. Is that why we don't find, for instance -- we will come
3 on to this shortly -- we won't find the references to
4 the graffiti on the walls, for instance, and SR18 says
5 she didn't remember that, but in fairness to you SR148
6 does accept in her statement, which you saw today, that
7 she does remember there being graffiti written on the
8 walls, I think potentially just in relation to her, but
9 again is that your focus to Judith Chaddock was on the
10 issues relating to the children you were looking after
11 and the conditions that you faced in terms of the
12 general what being a member of staff was like, that you
13 didn't go into these things you have now referred to the
14 Inquiry? The Congregation ask the question --

15 **A. Uh-huh.**

16 Q. -- concerned about their members, "Why now bring this
17 type of innuendo or suspicion out?" and you've -- if
18 I have understood you correctly, you are saying to the
19 Inquiry, "Well, these are things that I saw at the time.
20 So I'm saying to you that's what I saw".

21 **A. Yes, and I think at the time -- I think I said to you**
22 **before, Joe, it was like you were walking a line of**
23 **madness in your head thinking, "I don't even know what**
24 **I am seeing is accurate sometimes". I mean, I walked**
25 **past Sister's bedroom one night and she was naked in her**

1 bedroom with the door open. At the time I ended up
2 thinking, "I don't -- I just don't know whether this
3 is -- is there something more sinister going on? Is it
4 naivety? Who do I talk to about this?" There was
5 nobody to talk to, and I think it was a long time -- it
6 was years after I actually worked in Nazareth Lodge that
7 I was able to talk about some of the stuff that I saw,
8 because at the time you just think, "I can't -- this
9 cannot happen. It cannot be happening", and that's
10 a pathetic explanation. I accept that. It was bizarre
11 at the time.

12 Q. On that you -- we will come to the particular issue you
13 saw in terms of looking into her bedroom, but in
14 relation to NL165 you make the point this is just
15 something that shouldn't have been there and shouldn't
16 have been given the role he appeared to have, and
17 I think in fairness ultimately when there was
18 an investigation, it was accepted that he was driving
19 the minibus when he shouldn't have been, and there's
20 a particular incident with NL164 --

21 A. Yes.

22 Q. -- which you recall, the light being turned off and
23 NL165 and another taking to NL164 --

24 A. Yes.

25 Q. -- and albeit he was not terribly hurt --

1 **A. Yes.**

2 Q. -- it was a frightening experience for him.

3 **A. Yes.**

4 Q. Just -- in fairness to SR18 she now acknowledges that it
5 wasn't appropriate for him to be in the unit. Is it
6 possible that he could have been there and the Mother
7 Superior not know of it or SR148 or SR10 not know of it?
8 I think the word "harbouring" was used, but could it
9 have been the case that he could have been there on the
10 occasions that he was and others within the Order not be
11 aware of it?

12 **A. Yes, it's possible. He often would have come into the**
13 **unit late at night, I mean after midnight, if he had**
14 **been out somewhere. So it's possible he wouldn't have**
15 **been seen by anybody else. We had a separate door to**
16 **the unit. So ...**

17 Q. How -- can you give the Panel an idea of how often was
18 he there in the year that you -- and if you can't -- is
19 it once or twice over the course of a year or so?

20 **A. No, no. It would be much more frequent than that.**
21 **There would have been months when he wasn't there at all**
22 **and then there would have been times he was there pretty**
23 **regularly, certainly more than once or twice.**

24 Q. And he appears to have been on the trips to --

25 **A. Donegal, yes.**

1 Q. -- Donegal based on what was written at the time. Again
2 SR18 says there is nothing sexual about it. You have
3 nothing to suggest otherwise. You are simply saying,
4 "Those are the things I saw and that's why the rumour
5 was there before I arrived and why it continued while
6 I was there".

7 **A. Uh-huh.**

8 Q. You mention in paragraph 12 of your statement, if we
9 scroll down, please -- you discuss another [name
10 redacted].

11 **A. Uh-huh.**

12 Q. It's NL242, and again his name won't be used beyond the
13 chamber, but you refer to -- he I think at this stage
14 was in the independent unit --

15 **A. Yes.**

16 Q. -- and SR18 would have brought him breakfast in bed.
17 She explains to the Inquiry in paragraph 6 of her
18 statement at 2287 that there was nothing improper.
19 She'd got him -- tried to get him a job, and having got
20 him a job, she couldn't get him to get out of bed, and
21 brought him breakfast to give him a kick up the backside
22 basically, without any great success she ultimately
23 accepts because he didn't -- he was not able to be kept
24 on in the job.

25 You say that again those types of things, albeit

1 perhaps entirely innocent --

2 **A. Uh-huh.**

3 Q. -- allowed and caused discussion between the staff that
4 there was something inappropriate happening --

5 **A. Yes.**

6 Q. -- between them.

7 **A. Yes.**

8 Q. The question I was asking earlier about this issue was
9 if there had been greater communication, sharing,
10 explanation about why something was being done, then
11 might that have removed the suspicion of it that there
12 was something inappropriate about it? So if the Sister
13 had been saying to you, "We've got to get this guy out
14 to work every day. Take him his breakfast or I'm going
15 to take him his breakfast", something of that order,
16 might that then have allowed the staff to be less
17 concerned about it?

18 **A. Yes, it could have done, and if it had been any other
19 colleague, we would have said, "What are you doing?
20 You're leaving yourself wide open to speculation or to
21 an allegation", but it just would not have been -- it
22 was not discussed. It was just seen and there was
23 rumour about it, but it wouldn't have been discussed
24 openly with Sister.**

25 Q. Is that just how you saw -- does that really encapsulate

1 your experience, that the regime, if I can use that word
2 for it, that you came into you didn't ever feel able to
3 break down that barrier between you and the person that
4 you were working to so that you could have a frank and
5 open discussion about these sorts of things?

6 **A. Not about potential sexual stuff, no. That was -- it**
7 **would have been a scary place to go to in my mind with**
8 **Sister. I would have talked to her about other stuff,**
9 **her relationship with NL164, the way she spoke to**
10 **people, but not speculative stuff like that, no.**

11 Q. You mention in paragraph 10, if we scroll back, 7485,
12 that you remember on one occasion this was something you
13 saw yourself --

14 **A. Uh-huh.**

15 Q. -- as opposed to someone else telling you about --

16 **A. Uh-huh.**

17 Q. -- and that she was lying on top of the bed naked.

18 **A. Uh-huh.**

19 Q. Now do you mean by that completely naked?

20 **A. Yes.**

21 Q. And there were boys in their pyjamas.

22 **A. Yes.**

23 Q. Presumably that was a real shock to the system.

24 **A. Yes, it was.**

25 Q. What -- presumably they were conversing --

1 **A. Uh-huh.**

2 Q. -- or something. There was nothing --

3 **A. There was -- the boys all looked to be quite happy and**
4 **content. They were -- I think in memory they were**
5 **laughing about something.**

6 Q. So it's more -- it's not that there was anything sexual
7 to that by any means. This is about just it is
8 an inappropriate thing to do --

9 **A. Yes.**

10 Q. -- to -- and SR18 has said of that allegation, she said,
11 "That is ludicrous. That did not happen. Would not
12 have done it and didn't do it".

13 **A. Uh-huh.**

14 Q. Is there anything else you want to say about ...?

15 **A. No, other than that's what I saw. The incident where**
16 **I walked past her bedroom and she was naked and walking**
17 **across her bedroom was different and I ended up**
18 **thinking, "Maybe this is just normal for Sister with the**
19 **children. Maybe it's normal for her to wander about**
20 **naked", but we both screamed that night. I'm surprised**
21 **she forgets that.**

22 Q. What do you mean?

23 **A. The night I walked past her bedroom and she was in it**
24 **and she was naked with the door open, we both screamed.**
25 **I think we were both shocked, one, that I was up and,**

1 **two, she was naked in her bedroom with the door open.**

2 Q. The screaming was this incident with the boys --

3 **A. Boys? No, no, no.**

4 Q. -- in pyjamas? No, this is a separate --

5 **A. Yes.**

6 Q. -- you are talking about --

7 **A. Yes.**

8 Q. -- where she would have seen you and you saw her?

9 **A. Yes.**

10 Q. I'm not sure we talked about -- is that -- that's not in
11 this statement.

12 **A. I don't think it's in here, no. I spoke to Maria about
13 it.**

14 Q. Okay. That is another thing that you recall happening,
15 but this one would have been a childcare issue as such
16 --

17 **A. Uh-huh.**

18 Q. -- because there are children there --

19 **A. Uh-huh.**

20 Q. -- with her. She says it didn't happen.

21 **A. Yes.**

22 Q. When you were talking to Judith Chaddock --

23 **A. Uh-huh.**

24 Q. -- why not bring this one up, "Look, I saw something,
25 that kids weren't being -- there was nothing sexual

1 about it" --

2 **A. Uh-huh.**

3 Q. -- "but it's just the fact that it happened, that I saw
4 children in the room with nothing -- Sister had nothing
5 on".

6 **A. I don't know why I didn't say that to Judith or --**
7 **I don't know. I just wonder if it was the stuff that**
8 **I did raise when I was in Nazareth went to nowhere.**
9 **This I just -- I actually probably would have put it**
10 **down to my own doubt of a Sister. I wouldn't have**
11 **wanted -- I wouldn't have wanted to believe that there**
12 **was anything inappropriate about it, because of who she**
13 **was.**

14 Q. When you say "inappropriate", you mean in a sexual way?

15 **A. Yes.**

16 Q. Not, you know, the very fact of it --

17 **A. Yes.**

18 Q. -- even if it was innocent?

19 **A. Yes.**

20 Q. You talk in paragraph 9 of your statement --

21 **A. Uh-huh.**

22 Q. -- about graffiti --

23 **A. Uh-huh.**

24 Q. -- and grooming, and you talk more about this in
25 paragraphs 15 and 24 of your statement. As I was saying

1 to you earlier, one of the reactions of the Congregation
2 perhaps understandably is the modern -- certainly in the
3 last few years when one uses the word "grooming" it
4 comes with the sexual connotation --

5 **A. Uh-huh.**

6 Q. -- that children are being sexually exploited.

7 **A. Uh-huh.**

8 Q. To be clear, that's not what you're talking about --

9 **A. No.**

10 Q. -- when you're talking in paragraphs 9 --

11 **A. Yes.**

12 Q. -- 15 and 24 about both SR18 and SR148. What you're
13 referring to is them having -- it's an emotional
14 grooming, as it were, having a favourite.

15 **A. Yes. I was talking more about manipulating somebody**
16 **into a certain position, and that would have -- again**
17 **would have been what staff would have explained to me**
18 **when I went to Nazareth, that over the years Sister**
19 **would have picked a favourite boy when he was very**
20 **young. He would have become her favourite. He would**
21 **have had a certain position within the unit. He would**
22 **have had quite a bit of authority over the other young**
23 **people. He would have been able to tell them off or he**
24 **would have told Sister things about them usually when --**
25 **and this is what the staff would have told me. Usually**

1 when that boy hit puberty or was coming close to
2 puberty, sister would have changed her relationship with
3 him and she would have been much more hostile at times
4 and she would have moved on and picked another boy as
5 her favourite. I never understood that. I saw it.
6 I believe I saw it in operation with one of the boys,
7 but that I was told by the other staff would have been
8 something that had happened over the years, but it was
9 about a manipulation of a child's emotions more than it
10 was -- I didn't mean it -- sorry -- in terms of sexually
11 grooming somebody.

12 Q. Yes. So what you're talking about is that having
13 a favourite --

14 A. Yes.

15 Q. -- and the relationship --

16 A. Uh-huh.

17 Q. -- that comes with that and then that being turned on
18 its head --

19 A. Yes.

20 Q. -- and the effect that that can have --

21 A. Uh-huh.

22 Q. -- on the child concerned. So doing it in the first
23 place and then undoing it.

24 A. Yes.

25 Q. What I want to ask you is SR148, for instance, you talk

1 about -- paragraph 24, if we look at, please, 7489, you
2 talk about SR18, saying didn't particularly like girls
3 and she didn't like a particular resident. You -- you
4 say that SR148 ruled in a similar way --

5 **A. Uh-huh.**

6 Q. -- and she had her favourites and apparently groomed
7 girls who controlled the unit in her absence. Now I was
8 asking you then about that, as to what you meant by
9 that, and why you were in a position to say that when
10 you were describing to me about the autonomy of the
11 units --

12 **A. Uh-huh.**

13 Q. -- and not necessarily being -- you were explaining to
14 me that's because another child, who was formerly in
15 SR148's unit --

16 **A. Yes. Uh-huh.**

17 Q. -- has subsequently talked to you about her --

18 **A. Yes.**

19 Q. -- experiences --

20 **A. Uh-huh.**

21 Q. -- which is broadly similar to what you are describing
22 SR18's approach of having --

23 **A. Yes.**

24 Q. -- someone very close who kept them informed or had
25 a more privileged position in the unit.

1 **A. Yes.**

2 Q. That's someone that you have had contact with --

3 **A. Uh-huh.**

4 Q. -- through your own work --

5 **A. Uh-huh.**

6 Q. -- subsequent to your time working in Nazareth Lodge.

7 **A. Yes.**

8 Q. So that's where this reference comes from. That
9 wasn't -- you did -- or did you -- you can explain to
10 the Panel -- did you form that view at the time about
11 SR148 or is that subsequently those conversations that
12 you have had?

13 **A. It would have been both. At the time again staff who**
14 **had been there for years would have talked about it.**
15 **They would have -- I mean, they would have been able to**
16 **name the girl who was SR148's kind of deputy as such**
17 **when she wasn't around, but when I left Nazareth and**
18 **subsequently became a social worker to a girl who had**
19 **been in SR148's unit, she talked about that. She would**
20 **have found it a very unpleasant experience.**

21 Q. And that's where control is given to some extent --

22 **A. Yes.**

23 Q. -- to another girl who is seen as close to Sister and
24 consequently has power --

25 **A. Yes.**

1 Q. -- that is not necessarily a good idea as far as the
2 children on the receiving end of it is concerned?

3 **A. Yes.**

4 Q. SR148 -- you talk in your statement about the rumours,
5 the discussions that were taking place and about the
6 graffiti going on the wall. In fairness to you,
7 although SR18 says she doesn't -- in paragraph 3 of her
8 statement at 2286 she says that's the first she's heard
9 of graffiti or that she or SR148 were involved in
10 grooming boys, but in fairness to SR148, if we look at
11 her statement, which is just very recently received,
12 paragraph 15 at 80112, she does remember an incident of
13 graffiti. She says she was told about it, didn't see it
14 and she explains who she understands, without naming the
15 person, and I think from your subsequent knowledge that
16 you believe you would agree with her that it was someone
17 with the types of difficulties that she is explaining
18 who was involved as far as writing about her was
19 concerned.

20 **A. Yes.**

21 Q. That might have had a very sad outcome --

22 **A. Uh-huh.**

23 Q. -- ultimately for that person. What she is saying is,
24 "He might have done that in terms of doing graffiti, but
25 there was nothing -- no justification for it". The

1 point you are making is more that's what happened --

2 **A. Uh-huh.**

3 Q. -- in the place.

4 **A. Yes.**

5 Q. Your recollection is that there was two sets of graffiti
6 that was dealt with. SR148 clearly remembers the part
7 that relates to her, but you recall there being
8 a similar experience --

9 **A. Uh-huh.**

10 Q. -- for SR18?

11 **A. Uh-huh.**

12 Q. Again it's not something you saw, but it was something
13 that was talked about.

14 **A. Yes. Well, I was there at the time, but we weren't**
15 **allowed out of the unit until it was cleared off the**
16 **wall.**

17 Q. Right. So somebody dealt with it --

18 **A. Yes.**

19 Q. -- and ... I think the point that we were discussing
20 earlier and we touched on is the level of difficulty
21 that was involved not only for the Sister in charge of
22 the unit but for you working there, that shortly after
23 you arrived a particular boy who was living in the unit
24 took his own life --

25 **A. Yes.**

1 Q. -- and that I suppose graphically illustrates for the
2 Panel the level of difficulty of some of the children
3 that you were having to manage.

4 **A. Yes.**

5 Q. You explain in paragraph 15 of your statement, if we go
6 back, please, to 7486, about NL164, and I know every
7 time I mention his name that brings a smile in our
8 discussions beforehand and since. He was just a kid
9 that you loved.

10 **A. Yes. He was great. He was a character.**

11 Q. And we discussed -- I am not going to bring them up now,
12 but there are photographs that show --

13 **A. Uh-huh.**

14 Q. -- I said to you you can see the mischief in the eyes,
15 as it were. There's a photograph of him with his arm
16 round SR18.

17 **A. Uh-huh.**

18 Q. So clearly they had good times --

19 **A. Yes.**

20 Q. -- as well as the times that you regard as being out of
21 order --

22 **A. Uh-huh.**

23 Q. -- in terms of her conduct towards him --

24 **A. Yes.**

25 Q. -- and that there was a clash between them on various

1 occasions and how that was dealt with by SR18 was not
2 appropriate.

3 **A. Yes.**

4 Q. Is that a fair summary of what ultimately the series of
5 events that she was involved in, you know, being
6 involved in any physical chastisement of the child --

7 **A. Uh-huh.**

8 Q. -- or I think the one that particularly -- it's not
9 a matter for counsel for the Inquiry ultimately -- but
10 the one that sticks out for those witnesses that we have
11 heard from to date is putting him out of the bus --

12 **A. Uh-huh.**

13 Q. -- to walk back to where you were staying in Donegal.

14 **A. Yes.**

15 Q. I think SR18 thought you were there at the time of that,
16 but you say you definitely were not.

17 **A. There were frequent incidents in the minibus with NL164
18 and Sister, but the specific incident I made reference
19 to was -- no. It was when NL 172 and I had been out
20 one night and came back late. We were back after 1.00
21 and NL164 still wasn't back.**

22 Q. And NL 172 was a colleague?

23 **A. A staff member, yes.**

24 Q. Staff member?

25 **A. Yes.**

1 Q. You were off that night?

2 **A. Yes.**

3 Q. You were out in Donegal and had come back and he was
4 still not home?

5 **A. Yes.**

6 Q. What you relate in your handwritten report was when he
7 came in --

8 **A. Uh-huh.**

9 Q. -- the fear, as it were, in his eyes --

10 **A. Yes.**

11 Q. -- about what he had experienced.

12 **A. Uh-huh.**

13 Q. You explain in terms of -- because it's an issue that
14 I'll be bringing up with SR18.

15 **A. Uh-huh.**

16 Q. What NL164 has said in various documents the Inquiry has
17 seen -- he is not someone who has given evidence to the
18 Inquiry, but material relating to him is available for
19 the Panel, and what that tends to, or at least some of
20 it, suggest is he didn't want to pursue his complaints,
21 because when it came to the point, SR18 was really nice
22 to him and he felt guilty about saying anything bad
23 about her --

24 **A. Yes.**

25 Q. -- which means presumably they had some sort of --

1 a tempestuous type relationship when the bad incidents
2 happened, but then she tried to remedy it or certainly
3 to the point of not having him complain about her, and
4 she can deal with that, but you explain in paragraph 21
5 of your statement at 7488 that you recollect her buying
6 him gifts and you particularly remember a pink hairdryer
7 --

8 **A. Yes.**

9 Q. -- that he received. She has said of that in
10 paragraph 13 of her statement at 2288 that she didn't
11 buy him gifts to stop him speaking --

12 **A. Uh-huh.**

13 Q. -- didn't buy him gifts, full stop, but this is your
14 clear recollection of the pink hairdryer?

15 **A. Yes. That was at the time when I had spoken to NHB137**
16 **and NHB137 was coming up to the unit, but that would**
17 **have been fairly standard. When Sister knew NHB137 was**
18 **coming and if she knew NL164 was going to say -- because**
19 **NL164 would tell her that he was going to say stuff**
20 **about her -- then her behaviour, her attitude towards**
21 **him changed. She was much softer, much nicer.**

22 Q. And then when NHB137 comes --

23 **A. Uh-huh.**

24 Q. -- he doesn't get terribly far then.

25 **A. Yes.**

1 Q. I suppose you could say on one view they are
2 manipulating each other. NL164 is being manipulated to
3 not complain by obtaining the better behaviour towards
4 him --

5 **A. Uh-huh.**

6 Q. -- but at the same time he is using that complaints
7 mechanism to obtain that better behaviour. He, of
8 course, is the child in this.

9 **A. Absolutely.**

10 Q. But you are clear that he would have said things to SR18
11 that then caused a change in her behaviour related to
12 him telling, as it were, what she had done to him?

13 **A. Yes.**

14 Q. You mention in paragraph 20, just when I'm here,
15 something that got the Health & Social Care Board's
16 representatives exercised and that was the suggestion
17 that NHB137, he was the only one who visited monthly.
18 That's not what you are saying.

19 **A. No. NHB137 just stands out probably because I was**
20 **NL164's key worker and I was used to being in contact**
21 **with NHB137, but no, all the other young people would**
22 **have had regular visits from their social workers.**

23 Q. The point you are making is he stood out for you --

24 **A. Yes.**

25 Q. -- with his interest in NL164 --

1 **A. Yes.**

2 Q. -- as it were, and you are his key worker.

3 You say in your statement -- I just want to cover
4 one issue that I left that I think I'd better cover.
5 You say in your statement that there was discussion
6 about Father Brendan Smyth --

7 **A. Uh-huh.**

8 Q. -- and that SR18 said she would have had him back.

9 Presumably therefore she didn't accept he was guilty of
10 the things he accepted he was guilty of at the time this
11 discussion would have taken place, but she says she
12 never expressed any opinion about Brendan Smyth at any
13 stage. Do you want to just explain to the Panel what
14 you recall happening?

15 **A. It was coming up to bedtime. Young people were coming**
16 **up the stairs. We were all actually upstairs. I was**
17 **standing at the banister with SR18 and there were young**
18 **people in the upper corridor, which is where all the**
19 **bedrooms were. That's when she came out with this**
20 **statement. The Brendan Smyth stuff was in the news at**
21 **the time. She said he was a wonderful man. She said it**
22 **quite vehemently and that's what stood out for me.**
23 **I think my jaw actually opened, and she said he was**
24 **a wonderful man. She would have him back into the unit**
25 **at any stage. That was it. There was nothing else.**

1 **There was no other discussion around it.**

2 Q. You don't remember him being in the unit during your
3 times?

4 **A. No, no.**

5 Q. So it was her expressing a view presumably before he was
6 dealt with in terms of having been convicted?

7 **A. Yes.**

8 Q. The fact he had been arrested and so on was in the news?

9 **A. Yes.**

10 Q. You explain through your statement, and I am not going
11 to go to various paragraphs where this is dealt with,
12 NL170, but you -- if I bring it together and say this:
13 you felt SR18 made your life difficult --

14 **A. Uh-huh.**

15 Q. -- in the unit --

16 **A. Yes.**

17 Q. -- as you tried to look after the children and in
18 particular those you were the key worker for.

19 **A. Yes.**

20 Q. You -- if we look at paragraph 30 just of your
21 statement, please, at 7490, you perhaps bring this
22 together. You make reference to the fact reference is
23 made to you not being a Catholic.

24 **A. Uh-huh.**

25 Q. I think you were -- you gave the example of when you

1 recall this first being said.

2 **A. Uh-huh.**

3 Q. You had done a reading.

4 **A. Yes.**

5 Q. Do you want to just explain to the Panel what you had
6 done?

7 **A. There had been a mass for -- I don't know what the**
8 **occasion was. It might have been Easter, and there was**
9 **a mass, and all of the children came together in the**
10 **convent for that mass, and I had been asked to do**
11 **a reading at that time from the bible, which I did, and**
12 **it was after that. It was in the office then back in**
13 **the unit not very long after that mass that Sister would**
14 **have said that should never have happened because I was**
15 **"one of them". I was never asked to do a reading after**
16 **that, but certainly Sister would have called me "one of**
17 **them" frequently or often enough in front of the**
18 **children or the staff.**

19 Q. You were saying that the subsequent times when it was
20 done in front of people --

21 **A. Uh-huh.**

22 Q. -- it was made out to be more of a joke than a ...

23 **A. Yes. She would have said it with a smile.**

24 Q. You didn't accept it was a joke?

25 **A. She said it with a smile on her face.**

1 Q. Yes, but you didn't take it that way, that it really was
2 just a joke?

3 A. Not with everything else that would have been said at
4 times. I mean, there were other times that Sister would
5 have criticised me in front -- that wouldn't just have
6 been about me. She did it about other staff members.
7 You were criticised in front of the young people or
8 you're undermined about something that you've done. So
9 with everything else -- ordinarily I would laugh
10 something like that off. That wouldn't be an issue, but
11 no, at the time it was like a way of silencing me
12 I felt.

13 Q. And you explain in paragraph 33 of your statement that
14 the result of all of these types of events, you could
15 have -- as you said, when she was in good form --

16 A. Uh-huh.

17 Q. -- you had a good relationship with her --

18 A. Uh-huh.

19 Q. -- but there were these other occasions that made your
20 life difficult.

21 A. Yes. The times when she was in good form were
22 an absolute relief in all honesty, because it was just
23 easier. Life in the unit was easier. It was easier
24 with the young people, but yes, there was another side
25 I felt to her.

1 Q. What you explain in paragraph 36, if we scroll down,
2 please, that you felt it was a very oppressive system --

3 **A. Uh-huh.**

4 Q. -- very hard to work in and very hard to change and not
5 somewhere where you were happy.

6 **A. No.**

7 Q. You explain at other locations in your statement that
8 others were the same and the issue was how you were all
9 getting jobs elsewhere.

10 **A. Yes.**

11 Q. I just want you to look at -- if we bring up, please,
12 14321, because you talk in a number of places about
13 various issues to do with what life was like for
14 a worker in your context.

15 **A. Uh-huh.**

16 Q. Would you just scroll down a little bit, please? I am
17 just going to read you this. Just stop there:

18 "As a staff group they appear to get along well and
19 they seem to enjoy working with the children. However,
20 their relationship with the nuns is very poor and none
21 of the staff is content. Their principal grievances are
22 to do with salary levels, split shifts and living
23 conditions. While these are important considerations we
24 would be equally concerned about their professional
25 development, which is virtually non-existent."

1 That last part may not apply to you, but does the
2 first few sentences of that paragraph characterise at
3 least in part how you would have seen your time in
4 Nazareth Lodge?

5 **A. Yes.**

6 Q. It will probably come as a surprise if I tell you that
7 was written in 1983, not 1995. That's in a aide-memoire
8 of one of the inspectors from the Social Work Advisory
9 Group. The Panel are aware that it doesn't necessarily
10 then follow into a report that's subsequently written,
11 but is that how you would -- it was not a happy place
12 for you and your colleagues. That's how you perceived
13 it. You enjoyed the work with the children.

14 **A. Yes. The job itself was great. It was hard. The**
15 **environment made it harder.**

16 Q. SR18 has said to the Inquiry, if we look at paragraph 20
17 of her statement at 2288 -- and I appreciate everybody
18 is looking back a long period ago --

19 **A. Uh-huh.**

20 Q. -- but she said, if we just scroll down to paragraph 20:
21 "The staff always appeared to be happy and content
22 in their work and enjoyed working with the children. We
23 had very good times working together."

24 She gives the example of you -- they had a party for
25 you when you left and gave a gift. In fact, you said to

1 me there was a party absolutely for everybody who left
2 and, in fact, they got a --

3 **A. Got a briefcase if you were leaving and a statue if you**
4 **were getting married.**

5 Q. That was a statue of Mary if you were getting married?

6 **A. Yes.**

7 Q. And those were things that happened for everyone?

8 **A. Yes.**

9 Q. And you said -- there is reference here to:

10 "NL170 thanked me",

11 and you said you are sure you absolutely did thank
12 someone if they did those type of things for you, but
13 she said she had no idea that NL170 was desperate to
14 leave Nazareth Lodge or any other members of staff felt
15 that way.

16 So if that recollection is right and your
17 recollection is right --

18 **A. Uh-huh.**

19 Q. -- you have this scenario where the nuns think
20 everything is okay or at least this one in this unit
21 thinks everything is fine, despite the fact of the
22 report to SR121 which came back to SR18 from your
23 recollection, and yet you on the other hand and others
24 like you would say you were clearly saying life was not
25 fine. Can you square at all how that could be? Would

1 it have appeared to the Sister in charge of the unit you
2 were all happy or content?

3 **A. We certainly were a happy bunch of people. I mean, we**
4 **worked hard. We got on well with each other, and**
5 **I don't remember any outstanding difficulties between**
6 **particular staff members, civilian staff members and the**
7 **young people, but we -- SR18 would not have been an easy**
8 **person to talk to about our -- I couldn't talk to her**
9 **about my concerns and about wanting to leave. Why would**
10 **I have done that? How would she not have known? That's**
11 **the other thing. How would she not have known? She**
12 **made my life very difficult when I was there. So**
13 **I don't know how she doesn't know that, but ...**

14 **Q. NL170, I'm not going to ask you any more questions. The**
15 **Panel Members may want to ask you something about some**
16 **of what you have had to say or some of what's in the**
17 **material. Obviously I have covered some key areas.**

18 **A. Uh-huh.**

19 **Q. The Panel have access to all of the rest of the**
20 **material. So if you bear with us for a short time, they**
21 **may want to ask you something.**

22 Questions from THE PANEL

23 **CHAIRMAN: NL170, may I just perhaps clear up one thing? In**
24 **your statement you said you started your job as**
25 **a residential social worker in January '94 and remained**

1 there until September '95. Is that correct?

2 **A. Yes.**

3 Q. So you were in Nazareth Lodge for about 21 months or
4 thereabouts. Isn't that right?

5 **A. Yes.**

6 Q. A little short of two years?

7 **A. Yes.**

8 Q. And it is at the end of about your first nine months in
9 September 1994 that you write the report we have seen
10 that goes to SR121, the Mother Superior.

11 **A. Yes.**

12 Q. Then shortly I think before you leave, a year or so
13 later, you write the report to Judith Chaddock. Is that
14 correct?

15 **A. Yes.**

16 Q. Then in paragraph 34 of your statement you said that --
17 and by now you are with the Down & Lisburn Trust -- that
18 you are just having a discussion really amongst your
19 colleagues --

20 **A. Uh-huh.**

21 Q. -- and you made reference to your experiences and you
22 said that:

23 "I think I then spoke to my Senior Social Worker,
24 who escalated it to Alan Chard. I had a meeting with
25 him and I gave a copy of my report which I had prepared

1 for SR121" --

2 **A. Yes.**

3 Q. -- "in September '94. This started an investigation."

4 **A. Yes.**

5 Q. Do you know anything about the outcome of any such
6 investigation?

7 **A. I think Alan met with me. I'm fairly certain he did.**
8 **I remember him telling me that they started**
9 **an investigation, that it had to be suspended, because**
10 **SR18 was, if I remember correctly, moved in the middle**
11 **of the night to England and her name was changed to**
12 **SR18. That's what I was told at the time.**

13 Q. And you arrived at the Down & Lisburn Trust in September
14 '95. Can you remember when you had this discussion that
15 led to your speaking to Mr Chard?

16 **A. No. I don't think it would have been very long after**
17 **I was there, but I honestly can't remember.**

18 Q. Might it have been in the first -- certainly before the
19 end of the year?

20 **A. It could have been.**

21 Q. But in any event it wasn't just left as a casual thing?
22 It became an official matter, because you spoke to
23 Mr Chard?

24 **A. Yes, he met with me. Yes, he met with me.**

25 Q. You had a copy of the '94 statement --

1 **A. Yes.**

2 Q. -- and you gave it to him. Thank you very much.

3 MS DOHERTY: Thanks very much. NL170, can I just ask as
4 a worker within Nazareth Lodge did you receive
5 supervision? Was there any supervision for you as --

6 **A. SR18 would have been one of my supervisors and NL169,
7 although I don't remember that being regular.**

8 Q. And recorded?

9 **A. I truly don't remember.**

10 Q. Can you remember SR121, her reaction when you gave her
11 your report, what reaction she ...?

12 **A. From memory I think she just thanked me for it and asked
13 me not to talk about it with Social Services, but
14 nothing beyond that.**

15 Q. And nothing about how you were feeling or --

16 **A. I don't remember that. There may have been, but I don't
17 remember that.**

18 Q. Okay. You actually say in your statement about NL165,
19 that he was in control of the unit in that he could
20 manage some of the children's behaviour.

21 **A. Yes.**

22 Q. Could you just say a bit more about that, what you mean
23 by that?

24 **A. He would have been allowed to tell young people off. He
25 could push them at times, but he would goad them at**

1 **times as well. I felt somebody like NL164, he goaded**
2 **him to wind him up and then NL164 would have lost his**
3 **temper and then NL165 would have told him off. So it**
4 **had that. He had that kind of -- he was given that kind**
5 **of authority, yes.**

6 Q. In relation to the girl that you subsequently worked
7 with --

8 **A. Uh-huh.**

9 Q. -- who said that she was one of SR148's favourites, did
10 that favouritism end when she came to puberty? Was that
11 an element of that?

12 **A. The girl I worked with wouldn't have been one of SR148's**
13 **favourites.**

14 Q. Oh, she wasn't.

15 **A. No. She would have been --**

16 Q. So I am confused. So she was describing other girls
17 being the favourite?

18 **A. Yes, yes --**

19 Q. Oh, okay.

20 **A. -- and no, that wouldn't have ended at puberty. The**
21 **girl she spoke about would have been older.**

22 Q. Thanks for that clarification. You said that you saw it
23 happening to a boy, this bit about SR18. You actually
24 experienced and observed a boy who was a favourite and
25 then that stopped.

1 **A. Yes.**

2 Q. Can you just say a bit about that process?

3 **A. Again that would have been one of the things that staff**
4 **told me about when I went to Nazareth. They would have**
5 **said originally NL164 would have been one of Sister's**
6 **favourites and then she turned against him in their**
7 **opinion; that , another boy, he would have been**
8 **one of his favourites and then when he hit puberty, she**
9 **changed in her attitude towards him. With the boy**
10 **I mentioned, he would have -- he would have been openly**
11 **praised more than any other young person. He would have**
12 **spent a lot of time with Sister. Then for whatever**
13 **reason she just seemed to change in her attitude towards**
14 **him. She would have snapped at him. She would have**
15 **told him off. She would have dismissed him, wouldn't**
16 **have wanted him with her as much as he would have been,**
17 **and what I remember from that was he got really**
18 **distressed about it. He wouldn't have understood what**
19 **was happening.**

20 Q. Okay. Thanks very much, NL170.

21 MR LANE: You mentioned in your statement that you had five
22 or six staff on duty sometimes. Would -- how many
23 children were you looking after when you had that sort
24 of number of staff?

25 **A. That could vary. I mean, it just depends whether the**

1 unit was full or not and I honestly can't remember how
2 many we took when it was full. I think it could be up
3 to eight or nine.

4 Q. So that was really a very good staffing ratio at that
5 stage?

6 A. If they were all on together. At times you were on on
7 your own.

8 Q. Yes, and if so, when you were that sort of number, what
9 sort of things were people doing? Were they working
10 with individual children or ...?

11 A. Yes. Everybody would have been a key worker for certain
12 children. There would have been group activity. We
13 would have gone out together, maybe the swimming pool or
14 done different things. There would have been some of
15 the children who would have had contact with their
16 families. So we may have been involved in those kind of
17 visits as well.

18 Q. And at any one time would you have had only one child
19 you were a key worker for?

20 A. No. You would have had two.

21 Q. Okay, and were any of the staff men or were they all
22 women?

23 A. No. There was some men as well, yes.

24 Q. Right. You mentioned the sort of prevalence of sexual
25 rumours and so on.

1 **A. Uh-huh.**

2 Q. Was that just discussion among the staff or were the
3 children involved in that as well?

4 **A. I don't remember the children mentioning stuff like**
5 **that. NL164 may have said things, but that would have**
6 **been NL164's nature. No, that would have been staff**
7 **discussion in the office.**

8 Q. And we have heard mention of one or two examples today
9 --

10 **A. Uh-huh.**

11 Q. -- but was there much more discussion? Was it a general
12 thing that people were talking that way or have we heard
13 the only examples that there were?

14 **A. No, that would have been -- I heard that even before**
15 **I went to Nazareth Lodge from colleagues who worked in**
16 **St. Joseph's, but specific names I would not have --**
17 **I would not necessarily have heard. It was just**
18 **a general rumour.**

19 Q. Did the staff have sort of like a social life of your
20 own? Did you go out for a drink together or was there
21 a room where you all met up and so on separate from the
22 Sisters?

23 **A. No, there would have been no room that was separate from**
24 **the Sisters. There was an office. You would have had**
25 **your tea break together.**

1 Q. Yes.

2 **A. I don't really remember much socialising. Maybe if**
3 **somebody got married, we all went to the wedding, but as**
4 **a rule we wouldn't have gone out together.**

5 Q. One last little question. You mentioned SR148 and SR18
6 walking the dogs together. Were the dogs present in the
7 units --

8 **A. Yes.**

9 Q. -- or did they keep them somewhere else?

10 **A. No, no, they were in the units.**

11 Q. And so were the children allowed to walk them as well or
12 anything like that?

13 **A. Occasionally, yes.**

14 Q. Right. Okay. Thank you.

15 CHAIRMAN: NL170, thank you very much indeed for coming to
16 speak to us. I'm sure you will be glad to hear that's
17 the last question we want to ask you, but we are very
18 grateful for you coming, particularly since, through no
19 fault of anyone's, just pressure of the time other
20 witnesses took, we weren't able to deal with you last
21 week. So you have effectively come twice, but thank you
22 very much for doing so.

23 **A. Okay.**

24 **(Witness withdrew)**

25 MR AIKEN: Chairman, Members of the Panel, the next session

1 this afternoon is a closed session of the Inquiry, and
2 perhaps I just raise that at this stage so that those
3 who need to know that they are not in a position to be
4 present are able to be aware of that now rather than
5 waiting over the lunch period when Ms Smith will be
6 taking matters forward.

7 CHAIRMAN: Yes. Thank you. Well, in fact, the remaining
8 witness today is in a closed session. So this concludes
9 the public hearings for today and only those who the
10 Inquiry considers require to be present are permitted to
11 be present at the closed session this afternoon.

12 (1.10 pm)

13 [The remainder of today's evidence
14 was given in closed session]

15 --ooOoo--

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