not only to supervise the residents but also to complete paperwork, tally the girls' 'points', and record the events of the shift.[1556] Staff members were organised on a team basis, and the Victoria University Masters student commented "in most instances a permanent team evolves a harmonious working relationship" and that the greatest determinant was how the Housemaster or Housemistress handled their seniority.[1557] She noted that staff rivalries existed between the shifts in the hostels, ranging from friendly jokes to open hostility and commented "criticisms are rarely voiced openly but dissatisfaction is generally conveyed in one way or another."[1558]

The Masters student commented that a rule book for staff explicitly stated that the role of staff was more than maintaining custody; staff members were expected to "circulate among the girls" and to assist in providing activities.[1559] Neither the rule book nor details of its content are held on the files.

In 1977 the Assistant Director Residential Services stated after a visit to the Residence that he felt that there was a little less tension at Weymouth than there had been earlier that year but that "the place still does not appear to function on any really positive lines even though they have a number of able and very dedicated staff."[1560]

In 1980 pressure was placed on staff to increase their contributions to the institution and its programmes. Mr Wood commented to N G Stevens that several staff members had been "brought to task" due to lack of input and that in the instances where staff were not "measuring up" he expected the full support of Head Office (which he claimed had not always been available in the past).[1561]

In 1982 there was a disagreement between Weymouth Principal Marek Powierza and the Department of Education regarding the use of a dinghy purchased for the school.[1562]

The Code of Practice stated that neither staff nor girls wore uniforms or badges and residents were to refer to staff members by name or by nickname. Staff members were to join in games and recreation with the residents, and caseworkers were to take their girls shopping. Staff were to respect residents, "refrain from infringing on the personal rights and freedoms of the residents"; to set appropriate models for residents to observe, and to respect confidentiality where appropriate.[1563]

The Code of Practice also stated that management would inform each new employee of their immediate line of communication; provide an induction programme covering essential aspects of Weymouth policy and philosophy, and provide regular supervision for all staff. It was stated that staff would have performance assessments undertaken by their most appropriate supervisor. Staff were to

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[1556] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 45.
[1557] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 52.
[1558] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 53.
[1559] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 55.
[1560] T Ball, Assistant Director Residential Services, notes from visit to Weymouth on 21/11/77, Weymouth Profile, 33551.
[1561] Notes from visit to Weymouth, N G Stevens, 4-7/8/1980, Weymouth Profile 33551.
[1562] B A McGrath Executive Officer to M Powierza Principal, 11/2/82, Weymouth Staffing, F5000006041345.
[1563] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.

recognise that their primary responsibility was the care and development of residents and to conduct their programmes according to the needs of their residents.[1564]

In 1982 and 1984 the staff ceiling was 63, and this was considered a minimal figure to continue providing the same level of care as had previously been given.[1565] CAA was allocated as 20 hours weekly for horse riding, 20 hours weekly for hairdressing, 10 hours weekly for physical training and 10 hours weekly for piano. Domestic and Ancillary services were provided by two or three cooks, a laundry instructor, two gardeners and a handyman.[1566]

In 1983 casework was allocated to all Residential Social Workers and to Assistant Residential Social Workers as it was decided they were 'ready for this step'.[1567]

In November 1983 as the first male residents were admitted, the Assistant Principal of the temporary remand unit noted that there were some "fears amongst the staff" who consequently functioned with extreme care.[1568]

In the 1980s a teacher with skills in Maoritanga was appointed to the staff in recognition of the importance of incorporating a Maori identity into the training programme.[1569]

The Principal noted that due to the boys and girls being placed at Weymouth on remand the staff were exhausted by the end of 1983.[1570] The closure of Cornwall Park and possible transfers from there added to the pressure on staff.[1571]

In 1984 the Director of Residential Services commented that each of the three programmes (that is, extended care for girls, remand care for girls and remand care for boys) should be staffed independently with its own Assistant Principal.[1572] The Director General recommended a fourth Assistant Principal (Administration) whom he envisaged would relieve the Principal of administrative work.[1573]

In 1987 the Programme Development Committee reported that the lack of clear information regarding changes in staffing and programmes in the Residence had produced anxiety in staff. A general staff meeting was suggested so the Principal could communicate the changes clearly.[1574]

It was frequently commented that the changing and restructuring of Weymouth around 1984-1988 created anxiety for staff which resulted in uncertainty and low

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[1564] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.
[1565] Annual Report 1982, Weymouth Reports, F5000006020996; and Annual Report 1983, Weymouth Reports F5000006020997
[1566] Annual Report 1983, Weymouth Reports F5000006020997.
[1567] Annual Report 1983, Weymouth Reports F5000006020997.
[1568] R R Thomas Assistant Principal Temporary Weymouth Remand Unit to J H Wood Principal, 13/12/83, Weymouth Profile, F5000002389201.
[1569] Proposal from Manurewa Maori Committee re Weymouth Girls' Home, author unknown, date unknown circa 1980s, Weymouth Staffing, 33551.
[1570] Annual Report 1983, Weymouth Reports F5000006020997
[1571] Annual Report 1983, Weymouth Reports F5000006020997
[1572] M P Doolan Director Residential Services to Divisional Director (S.W) 10/7/84 J H Wood Principal to Regional Director, 15/3/84, Weymouth Profile, F5000006020997
[1573] R J Wilson Regional Director to Director General, Weymouth Development Plan, 21/9/84, Weymouth Profile, F5000006020997.
[1574] Programme Development Committee Minutes, 1987, Weymouth Profile, F5000002388234.

staff morale, and staff were taking the Department of Social Welfare up on offers such as early retirement.[1575]

The Transition Manager of the Northern Residential Centre in 1994 stated that there was "media hype" that focused on absconding rates which had a "lowering effect on morale."[1576]

In 1994 a review team found the Northern Residential Centre had low staff morale due to 'lack of direction from management, lack of professional supervision, constant changes and a general feeling of being used and abused by management'. [1577]

Between 1991 and 1994 staff numbers ranged from 54 to 58, the majority of which were social work staff.[1578]

Staff shortages

In 1974 a journalist contacted the Assistant Director of Residential Services and alleged Weymouth had acute staff shortages with about two staff to every twenty girls.[1579] The Assistant Director replied that there were no staff shortages in the Residence but there were vacancies for staff and that staff turnover was usual as "women prefer regular hours rather than the rostering system inevitable in institution management".[1580]

Weymouth was short four staff members after restructuring in 1981.[1581]

In 1985 it was reported that "grave staff shortages" in secure had resulted in inexperienced relievers' involvement in admitting girls to secure.[1582]

Training and supervision

In 1974 a journalist claimed that the Department of Social Welfare failed to provide adequate training for its residential staff and as such the staff were lacking 'basic insights methods and equipment' to deal with the girls in the Home.[1583] The Assistant Director of residential Services responded that prior to the opening of Weymouth all staff attended induction courses and further formal training courses had been held over the year and that some ongoing training was on-the-job.[1584] He advised there were weekly sessions and meetings and individual counselling of staff as needed. He noted that when appropriate Weymouth staff received two months training, or refresher courses, at the Residential training School in Levin and that all

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[1575] See, for example, Institution Internal Audit Report 1988, Weymouth Reports, F5000006020999.
[1576] P H Campbell, Transition Manager to Area Manager Auckland Youth Justice, 18/11/94, Weymouth Incidents F5000004081323. For more information on absconding over this period see Absconding section.
[1577] Report from Transitional Management Team, November 1994, Weymouth Reports F5000006021151.
[1578] Question for Written Answer, 7/4/94, Weymouth Staffing, F5000004081323.
[1579] I Macdonald, New Zealand Herald to Assistant Director Residential Services, 12/8/74, Weymouth Reports 33551.
[1580] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.
[1581] Suggested Restructure for 58 Residents, handwritten, date unknown, Weymouth Staffing, F5000006041345.
[1582] Handwritten notes, author unknown, 05/02/85, Weymouth Profile, F5000006020997.
[1583] I Macdonald, New Zealand Herald to Assistant Director Residential Services, 12/8/74, Weymouth Reports 33551.
[1584] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.

staff would eventually have been offered a course 'specifically designed to meet their needs'.[1585]

In 1977 very few staff, other than those working at Assistant Principal or Counsellor level, had any related educational training. However, some had undertaken extra-mural training, the Counsellor provided training within the Home and each staff member had a Senior Housemaster whom they could approach if they had any job related problems.[1586]

In the 1980s in feedback provided to Weymouth it was noted that there was good "follow up and induction" of Assistant Residential Social Workers, but that supervision was not good, on the job training had "scope for improvement", and that there was not enough training being given to existing staff.[1587]

In 1983 and 1984 monthly training days were allocated for staff, and additionally there were attendances at Tiromoana Residential Staff Training Service and at Taranaki House. Three staff members were completing Massey University extra-mural courses, and three staff sat residential care certificates.[1588] There was a greater emphasis on supervision in 1984, provided through hostel meetings, senior meetings and individual sessions. The Principal was of the belief that a higher percentage of staff received and sought supervision on a regular basis.[1589]

In 1984 following the suicide of one of the residents, a Social Work Advisor commented to the regional Director that there were inadequate recording systems in place at Weymouth, and that there had been "a dependence upon verbal exchange of information and reluctance on the part of key persons to record happenings, statements, opinions and concerns." The Social Work Advisor also commented that "open rejection" of structured, recorded supervision was commonplace and that although training was required, the problem was "human" and attitudes would need to change before the problem could be eliminated. [1590]

In 1987 staff voiced concern about the lack of external training opportunities made available to them.[1591]

In 1988 the findings of an audit of Weymouth stated that staff consistently reported a lack of on-campus training, that staff supervision was not being carried out regularly, that the training of new and relieving staff was 'haphazard' and the staff development depended on the skill and motivation of controlling officers. It was also commented that staff first needed to be sourced from other units before calling in relief staff.[1592]

All staff of the reopened Weymouth Residential Centre in 1990 received training.[1593] At this time the Assistant Principal provided supervision for Senior Social Workers who in turn provided supervision for their teams.[1594]

[1585] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.
[1586] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports.
[1587] Handwritten Feedback on Weymouth, author unknown, undated circa 1980s, Weymouth Reports, F5000006020996.
[1588] Annual Report 1983, Weymouth Reports F5000006020997; and Annual Report 1984, Weymouth Reports F5000006020997.
[1589] Annual Report 1984, Weymouth Reports F5000006020997.
[1590] Weymouth Policy and Practice Report, B M Fitzgerald, 10/01/1985, Weymouth Profile F500000602997
[1591] Audit Report 1987, Weymouth Reports F5000006020999.
[1592] Institution Internal Audit Report 1988, Weymouth Reports, F5000006020999.
[1593] Audit Report 1990, Weymouth Reports F500000602099.
[1594] Audit Report 1990, Weymouth Reports F500000602099.

In 1994 a review team expressed concern that some of the Northern Residential Centre social work staff did not meet the Children and Young Persons Service requirements. The team remarked that professional supervision and personal development plans were almost non-existent.[1595]

Management practices

The first Principal was Marek Powierza, who was appointed in 1973 and who had previously held the Principal position at Holdsworth School in Wanganui.[1596] He remained Principal until 1982.[1597]

In 1977 the structure of the 68 staff at Weymouth was hierarchical ranging from Assistant Housemistresses and Housemasters up to the Assistant Principal and Principal. The Masters student noted that the day-to-day running of the institution was left to the Principal but that decision-making at the top level was the result of discussion among all senior staff. She commented that 'there was certainly no suggestion of arbitrary and autocratic use of power by the Principal' and that he had instead at times been criticised for not taking a hard enough line.[1598] Major decisions affecting the whole institution were passed on to all staff by the Senior Housemaster once finalised. [1599]

The Masters student noted that the participation of lower level staff such as Assistant Housemistresses and Housemasters in decision-making regarding the day-to-day running of the Home was limited. At times senior staff members undermined the Assistant Housemistresses and had a tendency to take over. There was also no consistent effort to include the residents in decision-making even though the rule book stated that no rule could be changed without their being consulted.[1600]

In 1977 Principal Marek Powierza commented that as the Social Work Manual had not been updated after the implementation of the Children and Young Persons Act 1974 he had not been following its instructions in relation to home leave.[1601] The Assistant Director Residential Services accepted his explanation but commented that he still thought it was, "another example of Weymouth doing its own thing without us actually being aware of what is actually involved".[1602]

Weekly "Housemistress" meetings were held in 1977 attended by all Housemistresses, Housemasters and senior staff members. There was also a weekly Hostel 1 meeting attended by the Senior Housemaster and all staff members on duty at the time of the meeting.[1603]

[1595] Report from Transitional Management Team, November 1994, Weymouth Reports F5000006021151.
[1596] 'Principal risks a 70-girl migraine', Sheldon Brown, newspaper unknown, 8/10/73, Weymouth Profile, 33551.
[1597] Annual Report 1982, Weymouth Reports F5000006020996.
[1598] Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 66.
[1599] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, pages 67-68.
[1600] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, pages 68-73.
[1601] Marek Powierza, Principal, to Director General, 15/21/77, Weymouth Profile, 33551.For more information on home leave see Contact with Family section.
[1602] Assistant Director Residential Services, Notes on Home Leave from Weymouth, 10/01/78, Weymouth Profile 33551.
[1603] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, pages 42-43.

In 1982 the Code of Practice stated that "Staff should make every effort to consult with the residents and involve them as much as possible in decision making within their hostels." It also stated that management would endeavour to ensure maximum staff participation in planning, and clearly define the "channels of communication" between residential staff and senior staff. [1604]

In 1982 there were weekly senior staff meetings, and weekly meetings within each hostel. School staff had weekly meetings, and individual teachers also attended hotel meetings. There were weekly general staff meetings and support staff met once a week.[1605]

In 1983 Weymouth was visited by the Director General, the Auckland Regional Director, the Director of Residential Services, Head Office and the Auckland Senior Psychologist Head Office.[1606]

There were weekly hostel staff meetings in 1984.[1607]

In 1985 the Director of Residential Service questioned "the management's capacity to cope with the complexities of the proposed campus."[1608]

In 1990 weekly Centre Management meetings were held, and the minutes were made available to all staff members. An internal auditor commented that information from management to staff was dispersed quickly and effectively and that staff felt consulted and informed.[1609]

In 1994 it was decided that the Northern Residential Centre would run on 'unit management lines' meaning 'all supervisors as well as having personal responsibility for an individual living unit have responsibility for the whole Centre when they are the supervisor on duty'. This decision was met with some contention by staff.[1610]

Staff incidents

In 1984 following the suicide of a Weymouth resident it was noted that the recording systems at Weymouth were defective as the girl had previously attempted suicide and had talked about killing herself but the staff members caring for her had not been made aware of this. Furthermore, if the requisite half hourly checks had been carried out, they had not been recorded.[1611] The Principal reiterated the need to record all checks and also directed that residents in a distressed or upset state were not to be left alone.[1612]

'Truth' newspaper ran an article in approximately 1984 that contained allegations about Weymouth made by former and existing residents. The girls alleged they had been treated as prisoners, hit and slapped, and called offensive names by staff. The writer claimed that the girls' statements and taped interviews had been handed to the

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[1604] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996..
[1605] Annual Report 1982, Weymouth Reports F5000006020996.
[1606] Annual Report 1983, Weymouth Reports F5000006020997.
[1607] Weymouth Policy and Practice Report, B M Fitzgerald, 10/01/1985, Weymouth Profile F500000602997
[1608] Notes from Director Residential Services after Auckland Visit, 18-21/3/85, Weymouth Profile, F5000006020995
[1609] Audit Report 1990, Weymouth Reports F500000602099.
[1610] Report from Transitional Management Team, November 1994, Weymouth Reports F5000006021151.
[1611] B M Manchester for Director General to Regional Director, 16/11/1984, Weymouth Reports F5000006020995.
[1612] R J Wilson Regional Director to Director General, 26/3/1985 F5000006020995.

Police and the Department of Social Welfare.[1613] '*Truth*' had been approached by a man who the Director General stated had appointed himself "a spokesperson for street kids and young people who have absconded from Social Welfare homes". As well as contacting the media, this man contacted the Police Commissioner and the Ombudsman and Department of Social Welfare management staff with concerns about the Residences and the circumstances surrounding the suicide of a resident. The Director General concluded that his claims were "unfounded".[1614]

In [redacted], an employee of Weymouth, was charged and convicted of sodomy, and his employment was immediately terminated. He had first been employed as a relieving Night Attendant at Wesleydale Boys' Home and when it closed he had been transferred to Weymouth. He had failed to complete the previous convictions section on his employment application, and it later transpired he had a previous conviction for sodomy. The offence that resulted in the second conviction took place while the employee was off-duty, but was against a former Wesleydale resident.[1615]

In [redacted] a number of residents complained that three staff members had physically abused another resident. One staff member admitted to kicking the boy and consequently received a written warning. Another staff member admitted to placing him in a "Therapeutic Restraint Hold" with permission, and this form of restraint was later prohibited by the Senior Management team. The boy was interviewed by a panel and gave no adverse opinions of Weymouth or its staff, and the interviewing panel concluded "there was no substance to the complaints made other than the admission by one staff member".[1616]

In [redacted] resident a male resident was assaulted by an unnamed residential Social worker who had reportedly gone "beyond what was required to physically respond to the situation". The staff member was given a written warning and sent on an anger management course. In 1994 the investigation was reopened and it was reported that there was no record the course had been attended, nor was there any record that the Police or the boy's parents had been notified.[1617]

In [redacted] Weymouth a resident complained to staff at Youth Justice South that he had been assaulted by a Weymouth staff member. Wilson Irons, Manager of Social Services, wrote to the manager at Youth Justice South stating that he had investigated the allegation and concluded it was not correct, and requested any mention of the assault be deleted from kept records.[1618]

Schooling

In the 1970s the school at Weymouth had 11 classrooms, and each class consisted of approximately six students. The school employed five full-time and four part-time

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[1613] 'Girls Home A Horror House', Peter Howland, *Truth*, date unknown circa 1984, Weymouth Complaints F5000006020995.

[1614] Report to the Minister of Social Welfare, 13/12/84, Weymouth Incidents F5000006041345.

[1615] Memo, author and recipients unknown, in relation to possible criticism by High Court, [redacted] Weymouth Incidents, F5000006020995.

[1616] R J Herbert Director to R E O Residential Services, [redacted], Weymouth Complaints, F5000002381847.

[1617] Memo from Alison Thom Practice Consultant to Paula Wallis Regional Competency Coordinator, 22/9/94, Weymouth Complaints, F5000004081323.

[1618] Memo from Wilson Irons Manager Social Services to Manager NZCYP Service Youth Justice South, 22/3/94, Weymouth Complaints, F5000005782161.

teachers. Occasionally residents would attend outside schools.[1619] The school was equipped with a woodwork room, a sewing room, a kitchen, an art room, a library and two classrooms.[1620]

In 1974 the Assistant Director of Residential Services noted that vacancies in the teacher establishment were 'a matter of concern'. He stated that everything was being done to fill the vacancies as soon as possible due to the importance of the school to the training programme.[1621]

The Assistant Director of Residential Services noted in 1974 that most of the girls disliked school and were "educationally seriously retarded'. He stated "the emphasis of the training programme is to find avenues for the discovery of personal abilities and satisfaction in learning and maintaining interest for the completion of tasks and projects."[1622]

Girls under 15 years of age were required to attend school classes. Girls older than 15 were encouraged to attend.[1623] All extended care residents were required to attend the school for six weeks upon their admission and in 1983 the Principal noted that most continued beyond that period.[1624]

In 1982 a girl's educational level was ascertained on admission and staff planned for her educational needs. For those with "basic academic proficiencies" there were remedial programmes and for those with "limited academic ability" there were basic course materials. The Code or Practice stated "we make the educational system meet the needs the girls rather than the girls having to meet the needs of the system." Class numbers were small to ensure close support from teachers was possible. Maoritanga was taught in the school and girls were given opportunities to participate in Home Economics, Sewing, Arts and Crafts and Physical Education. There were also educational experiences offsite. Educational progress and term reports were provided.[1625]

In 1983 school was compulsory for all girls for their first half-term irrespective of their age. The education programme took a "high school experience class approach" teaching reading, languages, living skills and coping strategies. [1626]

In 1984 the Director General informed the Department of Education that Weymouth was to integrate its boys' and girls' remand programmes with its extended care programmes and that they recommended an integrated educational system also.[1627] This integration was occurring by 1988. [1628]

[1619] Questionnaire sent to National Institutions, date unknown circa 1970s, Weymouth Reports 33551.
[1620] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports.
[1621] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.
[1622] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.
[1623] Circular Memorandum 1982/22, 15/2/82, Weymouth Education. F5000006021240.
[1624] Annual Report 1983, Weymouth Reports F5000006020997
[1625] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.
[1626] J H Wood, Principal to Director Residential Services, 22/11/83, Weymouth Education F5000006020996.
[1627] M P Doolan for Director General to Director-General Department of Education, 18/12/1984, Weymouth Profile, F500006041345.
[1628] Institution Internal Audit Report 1988, Weymouth Reports, F5000006020999.

In 1985 it was expected that once the remand units opened the school would have three classes, one of which was an induction class. The school's capacity would be 64.[1629] Teachers endeavoured to formulate a specific school programme especially for new admissions in the induction class.[1630]

Residents who were in the Northern Residential Centre on the care and protection programme were to have their educational needs met by local schools in 1990.[1631] It is not recorded how the educational needs of Youth Justice residents were met.

In 1992 Weymouth school did not admit any non-resident students. It had nine teachers and 28 students.[1632]

In 1993 the Children and Young Persons Service requested that the designation for the school be changed from "Primary" to "Composite" or "Secondary" in order to ensure "the school was resourced at the appropriate level, would attract staff with the right mix of skills and attributes, and would generally contribute to an improved programme to meet the educational needs of the residents."[1633]

The Regional Manager commented that the standard of the school at Weymouth and its programme in 1993 was not adequate, and that absconding rates from the school were unacceptably high. There were no resources to station security staff at the school or to increase the physical security and it was instead recommended that individuals "be withdrawn from School on a day to day basis unless or until Weymouth management are better able to guarantee acceptable security."[1634] There had been up to five abscondings a week from the school and the teachers were not authorised to restrain the residents.[1635]

In 1994 the school had a role of 35 and subjects taught were based on the "standard New Zealand curriculum goals and objectives."[1636]

Links between school and the home

In 1977 the school operated "relatively autonomously" and the institution staff were not usually involved the education programme. The Victoria University Masters student wrote that the school was a "separate world where institution staff were occasionally sent to supervise". There was however an attempt to 'bridge the gap' between the school and the residence, and some residence staff trained in remedial reading and each took responsibility for one resident.[1637]

[1629] Memo from M P Doolan to Director General Education Department, 26/3/85, Weymouth Education, F5000006020995.
[1630] Interim Report on the Development Facilities and Programmes at Weymouth, 1985, Weymouth Reports F5000006020997.
[1631] Memo from April Eruiti to Director of Social Welfare (all districts) 24/7/1990, Weymouth Profile, F5000002388234.
[1632] Memo from Eddie Clark Acting Director Policy to Dr Lockwood Smith Minister of Education, 7/9/92, Weymouth Education, F5000006021151.
[1633] Report to the Minister of Social Welfare, 22/9/73, Weymouth Profile, F5000004081323.
[1634] R J Deyell Regional Manager to Acting General Manager, 10/5/93, Weymouth Education, F5000004081323.
[1635] April Eruiti Branch Manager to Regional Manager, 5/5/93, Weymouth Education, F5000004081323.
[1636] Question for Written Answer, 11/4/94, Weymouth Education, F5000004081323
[1637] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, 61.

In 1982 the Code of Practice stated that teaching staff worked "in close co-operation with the girl's case workers and hostel staff." [1638]

In 1993 the Education Review Office commented that the blurred roles of authority between social welfare and education agencies had resulted in deep seated "suspicion and mistrust".[1639] They further commented in 1994 that the lack of cooperation between the school and the residential centre had continued, and was "hindering any development of a joint venture."[1640]

Issues with the provision of education

In 1977 residents who were contemplating continuing their education complained that it was very difficult to learn as the other residents did not take school seriously.[1641]

In 1977 the Masters student remarked that that the school teachers had not been able to adapt to the special requirements of the residents. She noted that because the teachers attempted to conduct lessons as if they were in a normal school, they failed to "engage the residents in the educational process".[1642]

In 1985 it was reported that the Department of Education was going to request an extra two teachers for the Weymouth school but were not optimistic, and that it may be necessary to "cut the Weymouth coat according to the available cloth."[1643]

In 1993 the Education Review Office found many problems with the school and its Board of Trustees, and noted that the teachers at Weymouth found it very difficult to cater for both the Youth Justice young people and those there for care and protection.[1644]

In 1994 all residents released from secure were given a 24 hour stand-down period, during which time they were not permitted to attend school. A transitional review team commented that this was effectively a school suspension and believed this practice was illegal.[1645]

In 1994 a review team of the Northern Residential Centre found 'the partnership between the school and the residence is an ongoing problem, and while this remains, the school is not delivering a comprehensive education service to all the Centre's clients'.[1646]

In 1994 the Education Review Office stated that significant intervention would be required to resolve the issues and recommended the dissolution of the Board of

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[1638] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.
[1639] Education Review Office Assurance Audit Report, 26/3/93, Weymouth Education, F5000006021151.
[1640] Specific Compliance Audit Report, October 1994, Weymouth Education F5000004081323.
[1641] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 60.
[1642] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 61.
[1643] Notes on DSW/Deped Bimonthly Meeting, 2/5/85, Weymouth Education, F5000006020995.
[1644] Education Review Office Assurance Audit Report, 26/3/93, Weymouth Education, F5000006021151.
[1645] Report from Transitional Management Team, November 1994, Weymouth Reports F5000006021151.
[1646] Report from Transitional Management Team, November 1994, Weymouth Reports F5000006021151.

Trustees.[1647] In 1995 the Education Review Office found the school had "remained in a state of crisis."[1648]

Absconding

In 1974 Principal Marek Powierza raised issues with the security of the Weymouth facilities. He noted that two of the main gates were buckled and twisted, the fence had been pulled up in places which enabled children to climb under, and the boundary block wall was insufficiently tall.[1649]

In 1977 the Principal stated that since the advent of their weekend leave programme, absconding had reduced considerably. He commented that home leave, "is the most effective part of out programme in enabling many of our children to get home legitimately without having to run home to do so."[1650] In 1978 the Assistant Director Residential Services remarked that this surprised him as the Assistant Principal had informed him that most of the absconding at that time was occurring while residents were on home leave.[1651]

In 1977 the measures in place to prevent absconding were 'compulsory detention in maximum secure after the first offence'; chains on windows; Hostel 1 was locked overnight; fire doors were alarmed; and the grounds were completely enclosed at night. The Masters student commented that preventive measures overshadowed discussions of why girls might abscond.[1652]

In 1982 the Principal reported that absconding had been kept to a low figure and accredited this to "a generally happy environment with optional activities, core of experiences staff with ample land to provide breathing space".[1653]

There were 147 abscondings in 1983 involving 126 girls. This was an increase over previous years reflecting the increasing number of girls in short-term care.[1654] As with other residences profiled in this report, there were also discrepancies in absconding figures provided to Head Office. The Director of Residential services later reported that there had been 159 incidents of absconding at Weymouth in 1983.[1655]

In 1984, following the suicide of a resident and subsequent closure of the maximum secure area, abscondings increased. The Principal suggested that perhaps the

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[1647] Specific Compliance Audit Report, October 1994, Weymouth Education F5000004081323.
[1648] Education Review Office Assurance Audit Report, December 1995, Weymouth Education F5000006021150.
[1649] M Powierza, Principal to Director General, 25/2/74, Weymouth Secure 33551.
[1650] Marek Powierza, Principal, to Director General, 15/21/77, Weymouth Profile, 33551. For more information on the home leave policy, see Contact With Families section.
[1651] Assistant Director Residential Services, Notes on Home Leave from Weymouth, 10/01/78, Weymouth Profile 33551.
[1652] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 80. For more information about the use of secure as a punishment for absconding, see Secure Care section.
[1653] Annual Report 1982, Weymouth Reports F5000006020996.
[1654] Annual Report 1983, Weymouth Reports F5000006020997.
[1655] M P Doolan, Director Residential Services to Director General, 4/11/85, Weymouth Admissions F5000002186501, Appendix E.

increase in abscondings was due the higher numbers of residents that were on remand, and the liberal treatment previous absconders had been given.[1656]

In 1985 the Visiting Committee reported that Police had been concerned about boys' absconding from Weymouth. The Department responded that actual incidents of absconding were low and not considered to be a problem.[1657]

There were 21 absconding incidents in 1988, 66 in 1989 and 82 in 1990.[1658]

Between March 1993 and February 1994 there were 83 abscondings from Weymouth. All abscondings were reported to the Police "as a matter of practice and policy".[1659]

Eighteen percent of total admissions absconded in 1991; compared to 12% in 1992 and 1993; and 11% in 1994.[1660] In 1994, the Northern Residential Centre hired two security guards "in an attempt to reduce the number of escapes."[1661]

Secure care

In 1973 a newspaper article made reference to the fact that all admissions were via secure. The Principal was quoted as saying of the residents "they are not hard in themselves, but they will need a spell in the cells. Staff will have to work them out of there."[1662] In 1977 all girls spent approximately two weeks in medium secure upon admission as a general orientation to Weymouth.[1663]

The Assistant Director of Residential Services stated in 1974 that a resident would be placed into secure care when necessary to protect the safety of the girl herself or the physical safety of other residents or members of staff, and that the continuing sole object was to return the girl to the group as soon as possible. He also stated that confinement was not used without good reason or planning made for discharge.[1664]

In the maximum secure unit in 1977, two staff members had to be present when a cell was opened and residents were only allowed out of their cells one at a time. They were given exercise at least once every day. Meals were delivered to residents in their cells. Residents in medium secure care were locked in the unit during the day but not confined to their individual rooms. They were however, locked

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[1656] Annual Report 1984, Weymouth Reports F5000006020997.
[1657] Visiting Committee Annual Reports 1986, Weymouth Profile F5000006661405.
[1658] Question for Written Answer from George Hawkins (Manurewa) to Hon. Jenny Shipley (Minister of Social Welfare) Supplementary Information, 1/4/92, Weymouth Incidents F5000005627876
[1659] April Eruiti, Branch Manager to George Hawkins, Member of Parliament, Official Information Act 1982 request, 4/3/94, Weymouth Incidents F5000004081323.
[1660] P H Campbell, Transition Manager to Area Manager Auckland Youth Justice, 18/11/94, Weymouth Incidents F5000004081323.
[1661] 'Security Guards on Patrol' author unknown, *Manukau Courier*, 22/11/94, Weymouth Profile, F5000004081323.
[1662] 'Principal risks a 70-girl migraine', Sheldon Brown, newspaper unknown, 8/10/73, Weymouth Profile 33551.
[1663] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 39.
[1664] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.

in their cells at night time. The routine in medium secure during the day was similar to that in the open hostels.[1665]

The Masters student commented in 1977 that staff/resident conflict usually resulted in the resident being admitted to secure. She stated "the solution is seen in terms of the girl learning to control such outbursts rather than in the examination of the circumstances surrounding the incidents." [1666]

In 1977 a report stated that girls were frequently being admitted to secure for 'puerile' reasons, one example given was wearing jeans under a dressing gown.[1667] At this time medium and maximum secure cells were being used for disciplinary purposes. Maximum secure was used for serious offences such as physical assault of a resident or staff member. For the four years after Weymouth opened three weeks confinement in maximum secure was the "unavoidable consequence" of absconding. After September 1977 an incentive system was introduced so that with good behaviour girls could be released back into an open unit before the three weeks was up.[1668]

In 1980 staff commented that they would not lock girls up for more than a few days at a time.[1669]

Following the Johnston report, in 1982 the Principal of Weymouth was reminded that unless there were substantial reasons why secure admission was necessary, residents were to be admitted directly to the open house.[1670] A clearly demonstrated risk of absconding and serious offending was considered reason to admit a resident through secure.[1671]

In 1983 the Secure Senior noted that having acknowledged and applied the Human Rights/Johnston report where necessary and that with "the growth and development of better standards, knowledge and experience" secure care had been updated constantly towards quality and effectiveness.[1672]

In 1983 there was a form which staff had to complete before placing residents in secure. Staff were required to set out the reasons why the resident was being admitted and the problems being presented; the recommended treatment programme or suggested tasks for the resident; the suggested length of stay; and how often and when the secure placement should be reviewed. The form needed to be signed by the Residential Social Worker, the Senior Counsellor and the Principal.[1673]

In 1983 the secure care programme was divided over three areas: Special Needs/Intensive Care in Hostel 4; remand; and maximum secure. Relief workers

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[1665] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 41.
[1666] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 80. For more information on the use of the secure facility see Secure Care section.
[1667] Handwritten report on Home Leave at National Institutions to Mr Ball, author unknown, 31/10/77, Weymouth Profile 33551.
[1668] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 42.
[1669] Notes from visit to Weymouth, N G Stevens, 4-7/8/1980, Weymouth Profile 33551.
[1670] B M Manchester for Director General to Principal Weymouth, 26/11/82, Weymouth Reports F5000006041345.
[1671] Weymouth Development Plan, 1980s, Weymouth Reports F5000006041345.
[1672] Annual Report 1983, Weymouth Reports F5000006020997.
[1673] Examples of such completed forms can be found in file F5000002389201.

were used to attempt to maintain staff levels of four per shift, which was considered ideal but not always possible.[1674]

Hostel 4 offered intensive, skilled social work for the girls. Numbers were restricted to five girls at any one time although the unit had eight beds. There was a fully equipped classroom in Hostel 4. High priority was given at this point to obtaining 'bright cheery' carpeting and dressing tables for the bedrooms to eliminate the 'normal dreariness of a secure area'.[1675]

Maximum secure was for shorter stays in secure care. Residents usually stayed in this area for periods of three days or less, and in many instances it was used for a period of only one or two hours. In this area "emphasis was placed on minimal containment in rooms and maximum time allocated to programmes/counselling, case worker visits in the recreational room or in the large lawned courtyard".[1676] In 1983 it was noted that there was a decline in the number of admissions to this area.[1677]

There was also a Remand area taking the overflow from nearby Homes.[1678]

In 1983 when Weymouth first began to accept boys on remand, there was some confusion as to whether they needed to be contained in secure custody. Some boys were spending periods of two weeks or more in secure. The Assistant Principal noted that some of their offences warranted such close confinement but remarked that Weymouth was not "filling the role of the prisons".[1679] The Principal commented that the length of time remand boys were to spend in Weymouth required urgent attention due to the "restriction of movement" they were forced to impose.[1680]

In 1984 the Director Regional Residential Services commented that when residents were placed in secure it was for a "relatively brief" period it gave them opportunity to have time to themselves, to catch up on sleep and to become more settled. He also remarked that placing girls in secure "allows staff many times to discuss matters quietly and without distraction."[1681]

Maximum secure was closed in 1984 following the suicide of a resident who had been placed in secure after returning from absconding.[1682] B M Manchester for the Director General commented in 1985 that the secure facility was unsuitable and in need of refurbishment but that the Hostel 4 programme would "suffer considerably" if it remained the only secure facility in use.[1683]

Following the suicide the Director General commented that the Weymouth practice of always readmitting absconding girls through secure was being re-examined.[1684]

[1674] Annual Report 1983, Weymouth Reports F5000006020997.
[1675] Annual Report 1983, Weymouth Reports F5000006020997.
[1676] Annual Report 1983, Weymouth Reports F5000006020997.
[1677] Annual Report 1983, Weymouth Reports F5000006020997.
[1678] Annual Report 1983, Weymouth Reports F5000006020997.
[1679] R R Thomas Assistant Principal Temporary Weymouth Remand Unit to J H Wood Principal, 13/12/83, Weymouth Profile F5000002389201.
[1680] J H Wood Principal to Director Residential Services 12/12/83 on R R Thomas Assistant Principal Temporary Weymouth Remand Unit to J H Wood Principal, 13/12/83, Weymouth Profile F5000002389201.
[1681] G T Comber Director Regional Residential Services to Director General, 24/8/84, Weymouth Secure, F5000002389201.
[1682] Annual Report 1984, Weymouth Reports F5000006020997.
[1683] B M Manchester to Regional Director, 25/3/85, Weymouth Complaints F5000006020997.
[1684] Report to the Minister of Social Welfare, 13/12/84, Weymouth Incidents F5000006041345.

The practice was contrary to department policy. [1685] In staff member statements about the suicide a Weymouth employee had commented that it was "normal for an absconder to be taken to the cell area when first brought in."[1686] However, Weymouth management responded that they had never practised a "policy of automatically admitting returned absconders to close custody. The longstanding practice has been to assess each case individually and placement will be made in the open house if circumstances permit."[1687]

Later in 1984 the Principal noted that there were another two serious suicide attempts by residents in secure that year which were avoided through 'staff vigilance'.[1688]

In 1985 it was stated in a Hostel 4 meeting that it "was not and is not policy to admit every absconder to close custody." Each instance was to be assessed individually.[1689]

In 1985 the bedroom doors in secure were to remain unlocked during the day until the night staff came on duty.[1690]

In 1985 the secure facility was used for residents showing disturbed behaviour in need of assessment and treatment; for those showing excessive aggression in need of control for their own safety and the safety of others and property; for those whom the court directed to be held in a secure setting; and for those who it was considered would be at risk if they absconded.[1691]

In 1990 the Director of the Northern Residential Centre stated that residents would only be held in secure custody when there were legal grounds to place them there; when the placement was in the accordance with the Residential Care regulations; and when all necessary approvals had been obtained.[1692] The approval of a District Court Judge was required before a resident could be placed in secure care, and needed to be updated every 14 days. Following the Children Young Persons and Their Families Act 1989, Judges visited Weymouth and conducted hearings in the secure unit, reducing security risks.[1693]

In 1990 an internal auditor commented that Weymouth staff were possibly failing to comply with Regulations by confining residents in secure in their rooms and that staff needed 'clear direction from management and training in the practise issues arising from Regulations pertaining to secure Care'.[1694]

[1685] B M Manchester for Director General to Regional Director, 16/11/1984, Weymouth Reports F5000006020995.
[1686] Statement made by O I Stevenson, 10/8/94, Weymouth Incidents F5000006041345/
[1687] R J Wilson Regional Director to Director General, 26/3/1985 F5000006020995.
[1688] Annual Report 1984, Weymouth Reports F5000006020997.
[1689] Minutes of Hostel 4 Meeting, 11/2/85, Weymouth Profile F5000006020997.
[1690] Minutes of Hostel 4 Meeting, 11/2/85, Weymouth Profile F5000006020997.
[1691] Interim Report on the Development Facilities and Programmes at Weymouth, 1985, Weymouth Reports F5000006020997.
[1692] April Eruiti, Director to Directors of Social Welfare (all districts) 24/7/1990, Weymouth Profile F5000002388234.
[1693] G McKinstry, Regional Solicitor to Manager, Planning Department Manukau City Council, 5/11/90, Weymouth Profile F5000002388234.
[1694] Audit Report 1990, Weymouth Reports F500000602099.

Physical layout of secure

In 1973 a newspaper article described the Weymouth secure cells as "grim" with just the bare essentials – toilet, washbasin, bed, and steel table with attached chair. The article states there were vents on the windows 'not big enough to get a razor blade through' and notes the glass was 'armour plated'. There was an alarm system monitoring the cells, and a heavy locked door which lead to a courtyard surrounded by a 12-foot high block wall.[1695]

In 1974 Principal Marek Powierza noted the construction of the building left it open to "abuse in the area of control supervision, privacy and security." Five young people had absconded from medium secure after kicking through doors, and armoured glass in the maximum secure block had been removed and smashed. He also remarked that as the heating pipes were exposed there was a danger of residents committing suicide.[1696]

In 1977 the secure unit had 19 beds. Eleven beds were 'maximum security cells' and eight beds were in six 'medium secure cells' (four single and two double).[1697]

In 1984 the Director of Regional Residential Services remarked that the secure rooms were basic and did not "present attractively" and that it was a priority to make the cells more appealing. [1698] He expected that boys remand, girls remand, and girls extended care programmes would share the same 19 bed secure facilities.[1699]

The Regional Director commented in 1985 that the secure facility was in urgent need of upgrading.[1700]

In 1990 an auditor of Weymouth noted that exposed water pipes and exposed power point covers were a potential risk to residents. He also noted that there was a lack of security in the Secure Care admission area and that an upgrade of secure would begin soon.[1701] In November 1990 alterations were made to the secure care facility in an attempt to make it more secure. These included "replacement of window glass with polycarbonate panes, restricting access to windows and further internal doors."[1702]

Programmes and education in secure

The Senior Counsellor for Weymouth provided counselling and individual or group therapy for girls in Hostel 4 in 1983.[1703] Although Hostel 4 contained a classroom, it was only allocated 6½ hours of teaching time per week. It was expected that in

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[1695] 'Principal risks a 70-girl migraine', Sheldon Brown, newspaper unknown, 8/10/73, Weymouth Profile 33551.
[1696] M Powierza Principal to Director General, 25/2/74, Weymouth Secure 33551.
[1697] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 34.
[1698] G T Comber, Director Regional Residential Services to Director General, 24/8/84, Weymouth Secure F5000002389201.
[1699] M P Doolan for Director General to Director-General Department of Education, 18/12/1984, Weymouth Profile F500006041345.
[1700] Interim Report on the Development Facilities and Programmes at Weymouth, 1985, Weymouth Reports F5000006020997.
[1701] Audit Report 1990, Weymouth Reports F500000602099.
[1702] G McKinstry, Regional Solicitor to Manager, Planning Department Manukau City Council, 5/11/90, Weymouth Profile F5000002388234.
[1703] Annual Report 1983, Weymouth Reports F5000006020997.

1984 an Occupational Therapist would be appointed and 'compliment and enhance' the education that was already available.[1704]

In 1985 schooling for residents in Hostel 4 was assessed on merit. If an extended care girl enrolled in the school was in Hostel 4 and was considered a risk Hostel 4 staff were to organise a programme for her.[1705]

In 1990 residents in secure care were denied access to the gymnasium facilities at times as there was a lack of adequate security. [1706] Secure residents also had 'Individual Care Programmes' available to them for three hours each day which were provided by school resources and supported by Residential Social Workers.[1707] They were provided with "educational, occupational, cultural and recreational facilities".[1708]

Length of stay

No information about length of stay in secure before 1979 was found on file.

Following the Johnston report in 1982 the Principal was required to implement a system of review for all residents held in secure for longer than 72 hours. The actual report had recommended reviews after 48 hours. Reviews were to be conducted regularly and if it was considered necessary for a resident to be held in secure care for a period exceeding 14 days Weymouth staff were to notify the office of the Director-General no later than the 14th day.[1709]

Between 1979 and 1983 admission to secure ranged between 243 (in 1982) and 394 (1979). The average length of stay was between 2.2 days (in 1982) and 4.1 days (in 1980). These statistics did not include admissions to Hostel 4 but did include overflow residents from Owairaka and Bollard. [1710]

There was some concern in 1984 about a number of girls who were in secure care for an extended period of time.[1711] The Principal, J H Wood, remarked that periodically they sought approval to place girls in secure for "lengthy periods". He commented that these were usually girls who had been through the Hostel 4 programme and failed upon trial discharge. Initially girls were placed on bedrest and medical needs were met, then girls were given "the opportunity to catch up on lost sleep, gain strength with regular meals plus medication." The Principal commented that each girl's situation was monitored daily.[1712]

In 1989 the special needs area of the secure unit was used to accommodate a 14 year old boy who was considered a risk to himself and to others if placed in an open unit. It was considered that his needs could best be met by extended care in this unit

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[1704] Annual Report 1983, Weymouth Reports F5000006020997.
[1705] Minutes of Hostel 4 Meeting, 11/2/85, Weymouth Profile F5000006020997.
[1706] Audit Report 1990, Weymouth Reports F500000602099.
[1707] Audit Report 1990, Weymouth Reports F500000602099.
[1708] G McKinstry, Regional Solicitor to Manager, Planning Department Manukau City Council, 5/11/90, Weymouth Profile F5000002388234.
[1709] B M Manchester for Director General to Principal Weymouth, 26/11/82, Weymouth Reports F5000006041345.
[1710] Secure use statistics, source unknown. Weymouth Secure F5000002186500.
[1711] M P Simmonds for Principal to Director Regional Residential Services, 12/7/84, Weymouth Secure F5000002389201.
[1712] J H Wood Principal to Regional Director, 2/8/84, Weymouth Secure F5000002389201.

and that it would be inappropriate to move him "as an academic exercise, from a position of sanctuary to a position of high vulnerability 'to see if he will do better'."[1713]

In 1990 residents could be placed in secure for three days with approval, which could then be extended for up to 14 days.[1714]

Discipline

In 1974 a journalist from the New Zealand Herald asked for comment from the Assistant Director of Residential Services about an allegation that the discipline in Weymouth was too rigid, and that naughtiness rather than being viewed as a 'cry for help' instead demanded a child be punished, making it impossible to try any therapeutic work.[1715] The Assistant Director responded that of course punishment occurred, but that staff also attempted therapeutic work during or after a crisis and that a counsellor was employed to work with children in distress. He also pointed out that Weymouth used a behaviour modification system based on altering deviant behaviour by giving positive reinforcement for good behaviour.[1716]

In 1977 the discipline system was interwoven with the 'token economy' system. Girls could be placed 'off privileges' for a certain amount of points, and no points were added to their total until they had earned that number of points. Once a girl reached 100 points 'off privileges' she was sent to secure. Points could only be deducted from residents' totals if they were caught loaning and borrowing clothes from each other, or if they were caught smoking when underage or supplying cigarettes to under-age residents.[1717]

Other forms of discipline used in 1977 included the use of time out, demotion, and the use of maximum and medium secure cells. Demotion involved girls being placed back into a unit that offered fewer privileges than that they had previously been in, such as from Hostel 2 back to Hostel 1. The Masters student commented that discipline at Weymouth was rarely consistent.[1718]

In 1977 it was stated that as "Assistant House-Mistresses are unsure of their role they rely heavily on the rule book for guidance. As a result they deal with the girls in terms of rules and prescribed punishment. Girls resent this approach as yet another example of heavy-handed authority preventing them from doing what they want to do."[1719]

Each of the units contained a time-out room which was a small empty room located opposite the duty room. Girls were "confined to this room for a set period of time,

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[1713] P W Monk, Residential Social Worker to Assistant Director Arohanui/Awhina Units, 16/1/89, Weymouth Secure F5000002381847.
[1714] M F Lockwood, Senior Residential Social Worker to Director Weymouth Residential Centre, 21/11/90, Weymouth Secure F5000002388234.
[1715] I Macdonald, New Zealand Herald to Assistant Director Residential Services, 12/8/74, Weymouth Reports 33551.
[1716] Assistant Director Residential Services to I Macdonald, New Zealand Herald, 27/8/74 Weymouth Reports 33551.
[1717] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 41.
[1718] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 42.
[1719] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 72.

usually between twenty minutes and half an hour, to give her time to cool off'. The Masters student noted that girls in time out were not locked in and were permitted to leave the door open, but were not allowed to communicate with other residents.[1720] In 1985 residents who required a time out period of longer than what was deemed appropriate to stay in one of these rooms would be placed in secure.[1721]

Following the Johnston report, Weymouth staff were reminded in 1982 that all disciplinary activity was to be fully recorded.[1722]

In 1982 the Code of Practice stated that "restrictive disciplinary measures should be used only in extreme instances to protect an individual from causing harm to him or herself or to others." Time out facilities were to be used to address "confrontation". Physical restraint or punishment procedures were only to be used when absolutely necessary. The Code of Practice stated that "all staff are clear as to when such measures may be used, and records are kept of the use of these measures." Staff were to try to be consistent as to what was acceptable behaviour.[1723]

In 1988 Weymouth staff were informed that a child or young person could only be locked in a room in a secure designated area. An audit report also commented that there needed to be set policy and staff training about the use of time out having discovered that there was 'inconsistent use and understanding of time out, also one unit locks the time out door'.[1724]

In 1990 Weymouth was not operating a punishment book. After an internal audit brought this to light, management instead decided to establish a 'Consequence Book'.[1725]

Physical punishment

There is no information on file about the use of physical punishment at Weymouth.

Drugs, alcohol, and tattoos

At a Principal's Conference in 1980 it was reported that a local General Practitioner had been able to arrange an increased number of tattoo removals.[1726]

In 1985 as Weymouth prepared to take boys on remand it was noted by the Regional Director that the increasing frequency of solvent abuse by boys under the age of 14 required sufficiently flexible programmes to cater for those needs.[1727]

[1720] Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 42.
[1721] Interim Report on the Development Facilities and Programmes at Weymouth, 1985, Weymouth Reports F5000006020997.
[1722] B M Manchester for Director General to Principal Weymouth, 26/11/82, Weymouth Reports F5000006041345.
[1723] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.
[1724] Institution Internal Audit Report 1988, Weymouth Reports F5000006020999.
[1725] Audit Report 1990, Weymouth Reports F500000602099.
[1726] Extract from Principals Conference, 1980, Weymouth Health 33551.

There is no additional information on file about the use of drugs, alcohol or tattoos.

Smoking

In 1975 the Principal of Weymouth sought a legal opinion regarding underage smoking. He stated that Weymouth "stuck to the letter of the law" and had not let those less than 15 years old smoke, but that underage residents were often caught smoking and having penalties imposed. He commented "it would certainly be easier and less frustrating to allow the younger girls to smoke."[1728] The response from the Director General was that although underage smoking was difficult to detect and prevent, the law should still be complied with. He recommended "a positive effort should be made to discourage smoking at all ages on health grounds and it is this positive aspect which should be emphasised rather than the negative approach of detection and punishment of offenders."[1729] The Assistant Principal was of the opinion that provided the underage resident did not purchase the cigarettes or smoke them in a public place the law was not infringed.[1730]

In 1977 only residents over 15 were allowed to smoke, and underage residents caught smoking were disciplined. Smoking was not allowed in the bedroom wings of any of the units. Hostel 1 staff kept their residents' cigarettes in the office and girls in this unit were only allowed to smoke when supervised. In the other units girls were allowed to carry their own cigarettes. All residents were restricted to two packets of cigarettes per week.[1731] Some staff members believed that all girls should be allowed to smoke in order to create opportunities for constructive discussion about the "advisability" of smoking.[1732]

Contact with field social workers

In the 1970s Weymouth staff noted the lack of district social workers visiting and building constructive relationships with the residents. They also remarked that there was a lack of planning for admission, contact and future plans for child by field social workers.[1733]

In 1977 the Principal stated that one of the benefits of the location of the Residence was increased contact between residents and Social Workers.[1734]

In 1982 case workers were responsible for maintaining continued contact between residents and their home district field social worker.[1735]

[1727] Interim Report on the Development Facilities and Programmes at Weymouth, 1985, Weymouth Reports F5000006020997.
[1728] M Powierza Principal to Director General, 19/11/75, Weymouth Drugs and Smoking 33551.
[1729] R J Wilson for Director General to Principal. 5/12/75, Weymouth Drugs and Smoking 33551.
[1730] Assistant Principal to Principal, 11/12/75, Weymouth Drugs and Smoking 33551.
[1731] Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, page 41.
[1732] "Weymouth Girls' School: A study of what is, with a view to what might be" Nicola Atwool, 1977, Weymouth Reports, p 71.
[1733] Questionnaire sent to National Institutions, date unknown circa 1970s, Weymouth Reports 33551.
[1734] Marek Powierza, Principal, to Director General, 15/21/77, Weymouth Profile 33551.
[1735] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.

Contact with community

In the 1970s resident's had contact with local churches as they requested it, and church groups also visited the Home. Some girls attended school outside the Home, and there were visits to Weymouth from local and regional high schools. Contact and involvement with the community was welcomed as opportunities arose. Weymouth had teams in local basketball, netball and softball competitions.[1736]

In 1982 and 1983 various organisations used Weymouth facilities such as the gymnasium, swimming pool, tack shed, indoor archery and staff lounge.[1737]

[redacted] visited regularly in 1982 and gave all girls being discharged the opportunity for a meal at their home.[1738] They continued to do so in 1983.[1739]

The Senior Residential Social Worker proposed in 1984 that the district social workers of the girls in House 9 identify an "individual from her own community who will develop a supportive relationship with the girl and provide a tangible link between the institution and the home, family, or other placement, but there is nothing on file to confirm this was done."[1740]

In 1985 the Regional Director commented that the Weymouth programmes consistently invited continuing involvement and interest on the part of social workers and significant family members.[1741]

In 1990 the new Weymouth Residential Centre attempted to "mainstream" its residents with local schools but this was not satisfactorily resolved.[1742]

Visiting committees

In 1983 the Visiting Committee visited twice in the third term and the Chairman spoke with the Principal on several occasions. The Principal noted they were particularly interested in the rehabilitation aspects of Weymouth.[1743]

The visits continued in 1984 but slowed down in last term, although the Principal had periodic contact with the Chairperson.[1744] The Director General responded that a meeting with the Visiting Committee should be arranged "to determine their present

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[1736] Questionnaire sent to National Institutions, date unknown circa 1970s, Weymouth Reports 33551.
[1737] Annual Report 1982, Weymouth Reports, F5000006020996; and Annual Report 1983, Weymouth Reports F5000006020997.
[1738] Annual Report 1982, Weymouth Reports F5000006020996.
[1739] Annual Report 1983, Weymouth Reports F5000006020997.
[1740] K K Lindsay, Senior Residential Social Worker to J H Wood, Principal, 8/10/84, Weymouth Education F5000006020995.
[1741] Interim Report on the Development Facilities and Programmes at Weymouth, 1985, Weymouth Reports F5000006020997.
[1742] Audit Report 1990, Weymouth Reports F500000602099.
[1743] Annual Report 1983, Weymouth Reports F5000006020997
[1744] Annual Report 1984, Weymouth Reports F5000006020997.

capacity to fulfil their function" noting that their "monitoring function" was necessary especially in light of the changes occurring at Weymouth.[1745]

The 1986 Visiting Committee noted the local community had been concerned about the mixed genders at Weymouth, and that Police had been concerned about boys absconding. The Committee found it difficult to arrange meetings this year due to the location of the Residence and the "geographical spread" of the committee members.[1746]

The Minister of Social Welfare, Hon Michael Cullen wrote to the Visiting Committee after they did not provide him with an Annual Report for 1987.[1747]

Contact with families

In 1974 Weymouth management were informed that previous rules which had prevented girls from being granted home leave if they had been in the residence less than four months or if they had seriously offended in the last six months, were abolished.[1748] It is not clear from the records if this was an error as in 1977 after an audit of selected Weymouth files the comments were made that "unless there are exceptional circumstances no trainee should be granted home leave earlier than one full term following admission".[1749]

In 1977 the comment was made that management were granting too much home leave, in particular for weekend trips home, and that Weymouth seemed to have its own home leave policy.[1750] The Principal responded that they followed the Social Workers and Residential Manuals when granting home leave and that weekend trips were a separate matter. Where possible Weymouth organised four- or six-weekly trips home, and weekly trips were attempted as residents neared discharge. He commented that "home contact should be part and parcel of the rehabilitative process"[1751] and that one of the benefits of the location of the home was the increased contact between children and families.[1752]

The Principal noted in 1977 that the Social Work Manuals were not amended after the implementation of the Children and Young Persons Act 1974. He remarked that there had been some very effective work done in re-establishing residents back into their family units that would have been impossible if he had adhered to the instructions in the manual.[1753]

Weymouth staff encouraged mail from girlfriends and boyfriends, social workers and relatives. Incoming and outgoing mail was censored and residents were aware of the censorship. Parcels from home containing "anything reasonable" were permitted.

[1745] B M Manchester to Regional Director, 25/3/85, Weymouth Complaints F5000006020997.
[1746] Visiting Committee Annual Reports 1986, Weymouth Profile F5000006661405.
[1747] Visiting Committee Annual Reports 1986, Weymouth Profile F5000006661405.
[1748] Circular Memorandum 1974/1, author unknown, 1974, Weymouth Reports 33551.
[1749] Handwritten report on Home Leave at National Institutions to Mr Ball, author unknown, 31/10/77, Weymouth Profile 33551.
[1750] Handwritten report on Home Leave at National Institutions to Mr Ball, author unknown, 31/10/77, Weymouth Profile 33551.
[1751] This was reportedly in line with s4(b) Children and Young Persons Act 1974 which required staff to "conserve or promote as far as may be possible a satisfactory relationship between the child or young person and other persons (whether within his family, his domestic environment of the community at large)."
[1752] Marek Powierza, Principal, to Director General, 15/12/77, Weymouth Profile 33551.
[1753] Marek Powierza, Principal, to Director General, 15/12/77, Weymouth Profile 33551.

Residents' parents were able to visit Weymouth and could be met at the airport/train station and provided with overnight accommodation.[1754]

In 1982 case workers were responsible for maintaining continued contact between their allocated residents and their parents and relatives. Family visits were "encouraged and fostered by staff" and staff were to "recognise the rights and interests of parents, next-of-kin, and legal guardians in the planning procedures and, where appropriate, encourage their participation even though separation may make this difficult."[1755]

In 1983 written correspondence between residents and their families was encouraged. Girls were also able to make and receive phone calls from their families. If a girl's family lived close enough to Weymouth, day trips or weekend visits home were allowed occasionally.[1756] The Principal noted that district social workers were responsible for planning frequent contact between residents and their families, and weekend and holiday leave was encouraged with school holidays spent at home or in the home district when possible.[1757] Families were also expected to contribute boarding fees to Weymouth at an amount established after a financial assessment by the field social worker.[1758]

In 1990 the Director of the Northern Residential Centre commented that "contact with family/whanau and the development of interests within the community is to be encouraged through structured programmes."[1759] Family and friends of residents were encouraged to visit, and the Northern Residential Centre was used for Family Group Conferences.[1760]

Preparation for discharge and after care arrangements

In the 1970s Weymouth staff noted there was poor liaison with field social workers when home leave or discharge was being prepared, and after discharge occurred.[1761]

In 1983 discharge programmes were set up through casework needs by residential and field social workers. Weymouth offered a work skills experience and a flatting situation in House 9 to support residents through the discharge process.[1762]

[1754] Questionnaire sent to National Institutions, date unknown circa 1970s, Weymouth Reports33551.
[1755] Code of Practice for Weymouth Girls School, prepared by Weymouth Staff, 1982, Weymouth Profile F5000006020996.
[1756] Circular Memorandum 1982/22, 15/2/82, Weymouth Education F5000006021240.
[1757] J H Wood, Principal to Director Residential Services, 22/11/83, Weymouth Education F5000006020996.
[1758] J H Wood, Principal to Director Residential Services, 22/11/83, Weymouth Education F5000006020996.
[1759] April Eruiti, Director to Directors of Social Welfare (all districts) 24/7/1990, Weymouth Profile F5000002388234.
[1760] G McKinstry, Regional Solicitor to Manager, Planning Department Manukau City Council, 5/11/90, Weymouth Profile F5000002388234.
[1761] Questionnaire sent to National Institutions, date unknown circa 1970s, Weymouth Reports 33551.
[1762] Annual Report 1983, Weymouth Reports F5000006020997. For more information regarding the House 9 programme, see Programmes and Care section.

Chapter 6 Fareham House

The availability of statistics for Fareham House on matters such as admission, discharge, absconding, resident profile, and length of stay was inconsistent and limited. This was due partly to the fact that there were not Annual Reports from the Principal to Head Office on file for every year that Fareham was open, and only a limited number of Inspection Reports. As a result this profile is unable to provide a complete picture on some aspects of life at Fareham House.

Physical description

Fareham was on the outskirts of Featherston and was purchased by the Child Welfare Division in 1944 and 1945. The original homestead was built prior to 1900 and the total land was over 28 acres.

By 1980 Fareham consisted of the main building, school, gymnasium, laundry block, swimming pool and five staff houses on campus plus another two in Featherston.[1763] In 1970 the old homestead included sleeping dormitories, a dining room, staff quarters, and an administration area.[1764]

When opened in 1944 Fareham could accommodate 24 girls. This remained consistent through to 1980 although it was noted in 1967 that a 25th girl was accommodated in the sick room and 25 girls were held both in 1969 and 1970. Changes to accommodation and configuration over time included a new dormitory of six beds built in 1950, two rooms being used for staff accommodation in 1975 and in 1977 a total of four dormitories each containing 5 or 6 beds.

There was no secure unit in 1964 but by 1969 there was a secure lockable room.[1765] A 1970 newspaper reported that close security was used for newly admitted girls and for short periods for highly disturbed or difficult children who were at risk of harming themselves, others or absconding.[1766] In 1979 a person who facilitated training at Fareham identified considerable physical work needed to be done to the time-out/secure facility.[1767]

Around 1969 the Principal proposed an additional classroom be constructed to cater for very difficult children.[1768] At that time there were two classrooms.[1769] In 1973 AQ

[1763] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p1.
[1764] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1765] Memo, CC Chibnall, Principal to Superintendent, 07/06/69, Fareham Profile 2006005603.
[1766] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1767] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p4.
[1768] Proposal, Fareham House Proposed Class Room, R Bell, Principal, Fareham Profile 200605603.
[1769] Proposal, Fareham House Proposed Class Room, R Bell, Principal, Fareham Profile 200605603.

Bruce, Inspector (Special Education), denied the request.[1770] In 1975 Mr Walsh, Inspector Supervising Special Education, did not consider a third classroom to be justified as a third teacher was not likely to be approved for a considerable time.[1771] In 1978 the Principal again recommended the erection of an additional classroom.[1772]

In 1970 the Principal believed that the dormitories should be divided into cubicles, and could not understand why the partitions that were once there were removed.[1773] He believed cubicles gave girls a sense of privacy and possession and that it facilitated control and supervision.[1774]

IG MacArthur, writing on behalf of the Superintendent, informed the Principal that the cubicles were removed for reasons including that supervision and control was more difficult, sharing of beds became a frequent occurrence and dormitories required individual bed lights.[1775]

In 1967 and 1970 the Principal complained about the inadequate staff accommodation and requested its improvement.[1776] In 1970 a prospective staff member turned down a position because of the accommodation offered at Fareham.[1777]

In 1974 a second teacher's house was completed, ready for occupation by the Assistant Principal.[1778] The Inspector noted that the four live in staff had no peace or privacy as their rooms were adjacent to the dormitories, with the Assistant Principal's room opposite the secure room.[1779]

In 1973 an Inspector commented that interior redecoration and furnishing had been done and the Principal, Mr Scahill insisted on girls treating Fareham with respect.[1780] In 1974 and 1977 Inspectors reported positively on Fareham's physical state.[1781] The 1977 Inspector described office accommodation for senior staff as poor, and there was concern about confidentiality as discussions from offices could be overheard.[1782] This problem affected visiting staff including the psychologist, who had to interview girls in the staff lounge, in full view of the school and play area.[1783] As well as this being distracting, there was a flow of interruptions and a lack of privacy.[1784]

[1770] Letter, AQ Bruce Inspector (Special Education) to Director General, 18/07/73, Fareham Profile, 2006005603.
[1771] Minute sheet, Additional Classrooms, AM Dench, 13/06/75, Fareham Profile 2006005604.
[1772] Memo, GA Dawber, Principal to Director General, 12/04/78, Fareham Profile 2006005604.
[1773] Memo, CC Chibnall, Principal to Superintendent, 19/02/70 Fareham Staffing 2006005603.
[1774] Memo, CC Chibnall, Principal to Superintendent, 19/02/70 Fareham Staffing 2006005603.
[1775] Memo, IG MacArthur for Superintendent to Principal, Fareham, 18/03/70, Fareham Staffing 2006005603.
[1776] Memo, CC Chibnall, Principal to Superintendent,11/03/69, Fareham Staffing 2006005603, pp1-2.
[1777] Memo, CC Chibnall, Principal to Superintendent, 07/07/70, Fareham Staffing 2005005603.
[1778] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p2.
[1779] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p1-2.
[1780] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p1.
[1781] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p1; Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports, 200503558, p1.
[1782] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports, 200503558, p1.
[1783] Minute Sheet, Re Inspection Report – Fareham, A Frazer to M T Ball, 22/07/77, Fareham Reports 200503558.
[1784] Minute Sheet, Re Inspection Report – Fareham, A Frazer to M T Ball, 22/07/77, Fareham Reports 200503558.

In 1978 the Principal recommended the erection of a specialised room to house a library and a woodwork shop.[1785] Principals made further requests for this room in 1979[1786] and 1980.[1787] In 1980 the Education Department were willing to finance the setting up of a library and a woodwork room if Social Welfare would provide the buildings.[1788]

In 1980 Inspectors noted that Fareham was physically run down and that the Institution was starting to show signs of destructiveness, which was not being repaired immediately – encouraging further destruction.[1789]

In 1980 a Senior Residential Advisory Officer who reviewed Fareham's residential operations raised many questions about the running of Fareham, including whether its continued usage was justified.[1790]

On 11 December 1980 the Minister of Social Welfare approved the closure of Fareham from early 1981.[1791] For some time the Director-General of Social Welfare had been considering a change in approach to the institution type child care programme and considered that the time was opportune to move in this direction.[1792] The Director-General considered that girls eligible to be admitted to Fareham could be better cared for in smaller residential facilities close to their home.[1793] Fareham was closed because of its isolated locality and lack of community acceptance; the lack of readily available professional support and difficulty in retaining suitable residential and teaching staff; the fact there had been eight different principals since 1964; the fact groupings of disturbed and difficult girls resulted in destructive episodes; the fact that removing girls between 12 and 14 from their local community was considered highly undesirable and made for difficulties for returning them to their home environment.[1794]

It was decided that there would be a gradual closing down process with the aim of final closure by the end of the first term 1981 (about 8 May).[1795] Staff were advised on 22 January 1981 and there were to be no more admissions from this date.[1796]

Resident profile

Fareham opened in 1944 as an institution for difficult Maori Girls, free from venereal diseases, between 14 and 17[1797] who were delinquent and required training in

[1785] Memo, GA Dawber, Principal to Director General, 12/04/78, Fareham Profile 2006005604.
[1786] Memo, Lorraine Pervan, for Director General to Principal, 24/10/79, Fareham Profile 2006005604.
[1787] Memo, Director General to GA Dawber, Fareham Profile 2006005604.
[1788] Memo, Director General to GA Dawber, Fareham Profile 2006005604.
[1789] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p1.
[1790] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p3.
[1791] Letter, JD Scott, for Director General to the Director-General of Education, Fareham Profile 2005035542.
[1792] Memo, SJ Callahan, Director-General to Minister of Social Welfare, 10/12/80, Fareham Profile 2005035542, p1.
[1793] Memo, SJ Callahan, Director-General to Minister of Social Welfare, 10/12/80, Fareham Profile 2005035542, p1.
[1794] Memo, SJ Callahan, Director-General to Minister of Social Welfare, 10/12/80, Fareham Profile 2005035542, p2.
[1795] Memo, SJ Callahan, Director-General to Minister of Social Welfare, 10/12/80, Fareham Profile 2005035542, p1.
[1796] Message, 22/01/81, Fareham Profile F5000000633723.

domestic work, crafts, gardening and small farming.[1798] In October 1963 Fareham began to provide for difficult primary school girls, not as previously for Maori girls only.[1799]

Between 1965 and the late 1980s the age of girls admitted to Fareham was between 10 and 15. The age range of girls admitted during this time varied from year to year, for example, in 1965[1800] and 1980[1801] Fareham received girls between 11 and 13, while in 1969 and 1973 girls up to 15 were admitted.[1802] In 1970 Fareham was the only Child Welfare Institution for girls between 10 and 14.[1803] In 1980 it was the only institution that catered for girls aged 11-13.[1804]

Girls who could benefit from a period of residential schooling but who were not seriously delinquent were thought to be the most suitable for admission in 1965.[1805]

The information available about the average of residents states that in 1976 when Frazer visited residents were in the 10 to 13 age range in the majority of cases, according to Frazer. In 1980 the average age of residents admitted was 13.[1806] The Principal believed this statistic was misleading as most were slow learners and were still in form two. Because of this the programme was altered to cater for their needs and staff found it difficult to cope with the sophisticated older girl.[1807]

The number in residence at the first of January each year increased from five in 1965 to 26 in 1969.[1808] This had decreased to 13 in 1973[1809] and 1974 (in the latter year all were classed as being disturbed).[1810] The number in residence in 1979 and 1980 averaged 18.[1811] In 1979 the nominal roll daily average was 15, and in 1980 it was 20.[1812] There was at one time in 1980 23 girls in residence.[1813]

The average number of admissions per year was approximately 14 for the period between 1965 and 1974.[1814] The number of admissions for each year ranged from

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[1797] Memo, Illegible McClure, Superintendent to All District Child Welfare Officers and Managers of Institutions 07/08/44, Fareham Profile 200503554.
[1798] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p1.
[1799] Circular Memo 1963/66, CE Peek, Superintendent to All DCWOs 18/10/63, Fareham Profile 500000633723.
[1800] Extract from Report of Minutes of Special H.O Staff Conference with DCWOs, 15/06/65, Fareham Admissions 2005035541.
[1801] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p7.
[1802] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[1803] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1804] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p3.
[1805] Circular Memorandum 1965/22, 17/03/65, Fareham Staff, F5000005774764.
[1806] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p3.
[1807] Annual Report 1980, Fareham Reports 2005035542, p1.
[1808] Memo and table of statistics, R Bell, Principal to Superintendent, 13/11/1967, Fareham Reports 2005035541; Annual Report 1969, Fareham Reports 2005035542.
[1809] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p4.
[1810] Annual Report 1974, Fareham Reports 2005035542.
[1811] Annual Report 1979, Fareham Reports 2005035542, p3; Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[1812] Tables of statistics, Fareham Admissions, F500000235541.
[1813] Annual Report 1980, Fareham Reports 2005035542, p1.
[1814] Memo and table of statistics, R Bell, Principal to Superintendent, 13/11/1967, Fareham Reports 2005035541; Annual Report 1969, Fareham Reports 2005035542; Annual Report 1974, Fareham Reports 2005035542.

ten in 1974 to 22 in 1966.[1815] With 72 admissions between 1977 and 1980 the average number of admissions each year was 18.[1816]

In 1980 admissions to Fareham were all approved through Head Office, and their flow was controlled by the Principal.[1817] In the same year the admission procedure was covered well, according to the Inspectors, by a well prepared action sheet and a person being admitted was told what was expected of them while at Fareham.[1818]

Prior to Fareham opening it was proposed that girls at Burwood Girls' Home be admitted first, and later admissions would be received directly from Child Welfare Districts.[1819] In 1976 there were 22 girls in residence.[1820] Admissions came from the whole of the North Island, and the northern, southern central and central South Island. Of the 17 girls admitted during 1977, 1978,1979 and 1980, 63 came from the North Island, with the largest proportion coming from the upper north.[1821] In 1980 the catchment area for admissions was nationwide.[1822] The Auckland region filled 25% of the admissions.[1823]

In 1977 72% of residents were Maori and the remainder were Pacific Islanders and only four were European.[1824] In 1980 over three quarters of the admissions to Fareham were of Maori descent, 20 percent were European, and the remainder (one admission) was a Pacific Islander.[1825]

Fareham's main purpose was to rehabilitate.[1826] It was noted in 1966 that Fareham was not for seriously disturbed children.[1827] In 1970 T Ball, who reviewed Fareham, reported that the Principal had made considerable efforts to retain extremely disturbed girls with few facilities.[1828] A newspaper reported that Fareham catered for girls who were "educationally retarded, often highly disturbed and in need of remedial schooling".[1829] Girls came from all strata of society.[1830] In 1974 Fareham's function was to supply the right living conditions and training for emotionally disturbed children.[1831]

The Senior Teacher was also concerned with the nature of the disturbance among many of the admissions and staff had to deal with psychiatric cases in a situation

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[1815] Memo and table of statistics, R Bell, Principal to Superintendent, 13/11/1967, Fareham Reports 2005035541; Annual Report 1974, Fareham Reports 2005035542;
[1816] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p3.
[1817] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[1818] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[1819] Memo, Illegible McClure, Superintendent to All District Child Welfare Officers and Managers of Institutions 07/08/44. Fareham Profile 200503554.
[1820] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p1.
[18211821] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p3.
[1822] Annual Report 1980, Fareham Reports 2005035542, p1.
[1823] Annual Report 1980, Fareham Reports 2005035542, p1.
[1824] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p1.
[1825] Annual Report 1980, Fareham Reports 2005035542, p1.
[1826] Memo, Illegible McClure, Superintendent to All District Child Welfare Officers and Managers of Institutions 07/08/44. Fareham Profile 200503554.
[1827] Newspaper article, "Fareham House Committee", Fareham Profile 2005035542.
[1828] Note for File, T Ball to Mr Reilly, 07/05/70, Fareham Staffing 2005035542, p1.
[1829] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1830] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1831] Annual Report 1974, Fareham Reports 2005035542, p1.

neither designed nor equipped to deal with them.[1832] In his opinion Fareham had become a sub-clinical environment, without the facilities, trained staff or "on tap" expert appraisal of developments.[1833] The Senior Teacher reported that there had been incidents of hiding of sharp instruments, potential and actual attacks on staff and children, taking of hoarded overdoses of restricted drugs, other forms of attempted suicide, arson, probable drug addiction and self inflicted injuries.[1834]

The Senior Teacher criticised the fact that staff had to deal with mentally disturbed children with more normal ones in such proximity, and the official recognition of this state of affairs.[1835] The Senior Teacher made recommendations as to how to remedy the problems he identified.[1836]

Around 1971 girls were sent to Fareham to help them get along better with others, to receive help with schooling, and to learn things they needed "to grow up into a good and useful person".[1837]

In 1972 the Principal did not think Fareham should become "an Institution for partly trained girls who should be discharged to make room for a girl deposited in a Girls' Home but recommended for long term training".[1838]

In 1973 all girls admitted had usually been tried in Foster Homes, Family Homes or Girls Homes and were in need for long-term training for their education and social adjustment.[1839] Some were grossly disturbed teenagers, aggressive, without rational restraints, and sometimes violent.[1840] In 1973 Mr Scahill, shortly after becoming Principal, reported his concern regarding the girl's behaviour, their distain for control and that he doubted that he doubted he could bring the Institution under control and rouse the staff into a more positive attitude.[1841]

In 1979 the Principal believed that because Fareham was an open institution the very aggressive child could not be coped with.[1842] In 1980 the Acting Principal reported that a child with a history of past assaults or hypo-aggressiveness was unsuitable for Fareham.[1843]

In 1969 the Principal noted that "it became evident that the girls who had had long periods in the Institution were not benefiting from continued residence, for, although social progress within the group could be measured, coping socially within the community could be seen to be an increasing strain".[1844]

[1832] Annual Report 1969, Fareham Reports 2005035542.
[1833] Annual Report 1969, Fareham Reports 2005035542.
[1834] Annual Report 1969, Fareham Reports 2005035542.
[1835] Annual Report 1969, Fareham Reports 2005035542.
[1836] Annual Report 1969, Fareham Reports 2005035542.
[1837] Fareham Guide for Girls, Fareham Profile 2005035542.
[1838] Memo, RB Kildey, Principal to Acting Director, Hamilton, 31/05/72, Fareham Admissions 2005035541, p1.
[1839] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[1840] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[1841] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[1842] Annual Report 1979, Fareham Reports 2005035542, p1.
[1843] Memo, JM Hough, Acting Principal to Director-General, 09/04/79, Fareham Secure, 2005035542.
[1844] Annual Report 1969, Fareham Reports 2005035542, p1.

In 1973 an Inspector commented that a number of girls in residence had become aggressive and unmanageable, and that the staff were afraid of them.[1845] In this year there were only 13 girls in residence, all of whom were disturbed and required concentrated attention by staff.[1846]

The Principal reported that in early 1974 the behaviour of some girls was destructive, abusive and defiant and that after a course of discipline they had become a constant problem.[1847] They were damaged to the extent that they lost hope on any incentive to progress.[1848]

AG Frazer reported that some residents were emotionally disturbed, while another group of girls were "determined by socio-economic factors".[1849] Within the later group there were girls who suffered from "an unsocialise aggressive behaviour disorder" and girls who were socially deprived and suffered difficulties associated with depravation, such as under achievement. These girls were frequently unmotivated and disinterested in hobbies.[1850]

Despite the fact that Fareham girls had a history of disturbance and that one or two of the present inmates had spent time in psychiatric hospital, the Inspectors in 1977 found Fareham to have a pleasant, ordered atmosphere[1851] and by 1980 Inspectors noted that Fareham was providing a positive environment for girls who required residential care in an open setting.[1852]

Length of stay

At the time of opening in 1944 it was not proposed that Fareham would provide for any lengthy period of training.[1853] By 1967 the Principal anticipated that the average period of training would be reduced to ten or twelve months[1854] and in 1969 the Principal commented that most girls reached a peak of behaviour and general conformity within 3 to 5 school terms and that girls who stayed in residence after this often showed regression.[1855] In this year the Senior Teacher recommended that a maximum desirable period of stay at Fareham be recognised but remain dependent on individual circumstances.[1856]

Throughout the 1970s and into 1980 the average length of stay ranged from 9 to 18 months.

[1845] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p1.
[1846] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p4.
[1847] Annual Report 1974, Fareham Reports 2005035542, p2.
[1848] Annual Report 1974, Fareham Reports 2005035542, p2.
[1849] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p1.
[1850] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p1.
[1851] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p3.
[1852] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p7.
[1853] Memo, Illegible McClure, Superintendent to All District Child Welfare Officers and Managers of Institutions 07/08/44, Fareham Profile 200503554.
[1854] Memo, R Bell, Principal to the Superintendent 13/11/67, Fareham Reports 2005035542.
[1855] Annual Report 1969, Fareham Reports 2005035542, p1.
[1856] Annual Report 1969, Fareham Reports 2005035542.

Programmes and care

Activities

When opened, it was anticipated that Fareham's programme would include training in habits of personal hygiene, domestic work, gardening, small farm work, hand work, and sewing, with suitable provision for recreation and leisure time activities.[1857]

Little detail is available from files on the specific nature of programmes offered to the girls in the early years, although one source noted that girls took monthly turns in the kitchen, dining-room, doing milking, laundry and general household tasks. According to a newspaper report girls learned these tasks thoroughly and were competent housekeepers by the time they left.[1858] A newspaper article reported that many girls were in demand as entertainers.[1859]

In 1966 the Principal saw Fareham's function as offering a secure environment in which to stabilise and re-orientate a child before returning them to a family setting for the affection and more personal security which Institutions could not give.[1860]

A visiting psychologist in 1969 reported that he felt that Fareham "was based on negatives and that there was very little in the way of constructive positives offered to the girls".[1861]

In 1969 the Senior Teacher expressed his concern over comparatively untrained and inexperienced staff and the blanket use of drug therapy. The Principal disagreed, believing that "the use of 'Nydrane' as a control for Temporal Lobe Epilepsy as diagnosed in so many of our girls, is extremely beneficial in helping re-adjustment"[1862], but did agree that prior Psychiatric investigation would give a fuller understanding of new admissions.[1863]

In 1970 the emphasis was on social retraining, remedial teaching and individual group counselling, which was supported by a range of recreational hobbies.[1864] Teamwork was encouraged.[1865] Throughout the 1970s a range of domestic, arts and craft and sporting activities were available for the residents. These included needlework, dressmaking, cooking, gardening, hairdressing, pottery, soft toy making, singing, swimming, softball and athletics. Other specialist programmes were also offered, including Maori language and Maori culture and residents participated in various sporting activities with local clubs and attended outdoor activity camps at Castlepoint and Camp Peek.

[1857] Memo, Illegible McClure, Superintendent to All District Child Welfare Officers and Managers of Institutions 07/08/44, Fareham Profile 200503554.
[1858] "Homestead Where the Great Once Relaxed", F5000000633723.
[1859] "Homestead Where the Great Once Relaxed", F5000000633723.
[1860] Annual Report 1969, Fareham Reports 2005035542, p1.
[1861] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p2.
[1862] Annual Report 1969, Fareham Reports 2005035542, p4.
[1863] Annual Report 1969, Fareham Reports 2005035542, p4.
[1864] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1865] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.

Resident Management

In 1970 the Psychologist reported that the children left school happy but were glum when they reached the Institution, in his opinion because of the rigid rules and absolute conformity required there.[1866] A SCWO also expressed apprehensions about the Fareham regime and lack of individual work that the children got.[1867]

According to the matron in 1970 residents were damaging clothing and property and stealing.[1868] The Matron reported that there was not enough organised activity, partly because the Principal allowed girls too much "free time".[1869] It was also reported that girls enjoyed too much freedom to go to the Principal's house.[1870]

Around 1971 a resident's individual progress was reviewed monthly, but a resident could discuss it with the Principal at any time.[1871]

In 1973 the Inspector reported that the Principal had drawn up an excellent staff manual covering all aspects of work in the institution.[1872] Daily jobs and other routines for both staff and girls were clearly laid down.[1873] According to the Inspector residents had routine housekeeping duties to perform before and after school and on Saturdays.[1874]

In 1970 reward and punishment were methods of discipline.[1875] A misbehaving girl could lose all privileges by being kept separate from other girls.[1876] There was also a grading system that worked on the "ABC principal" of excellent behaviour down to not very good.[1877] On this system the girls received money weekly depending on what grade they were on.[1878]

To motivate improved behaviour the Principal instituted a points system in 1973 in which girls accumulated points according to their behaviour and job performance.[1879] This was still operating in 1977.[1880] According to the number of points a girl earned she could move through a series of groups. The higher groups were entitled to more pocket money and a number of other privileges.[1881] According to the Inspector the girls were very keen to earn points and tried hard not to lose any.[1882]

[1866] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p2.
[1867] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p3.
[1868] Minute sheet, Feist, 26/08/71, Fareham Staffing 2005035542.
[1869] Minute sheet, Feist, 26/08/71, Fareham Staffing 2005035542.
[1870] Minute sheet, Feist, 26/08/71, Fareham Staffing 2005035542.
[1871] Fareham Guide for Girls, Fareham Profile 2005035542.
[1872] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[1873] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[1874] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[1875] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1876] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1877] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1878] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[1879] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[1880] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p3.
[1881] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[1882] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.

A girl could only move upwards in this system and the speed at which she moved was dependent on her behaviour and attitudes.[1883] Serious misbehaviour however would result in a loss of points.[1884] Staff decided at their weekly meeting if this would happen.[1885] If a girl reached a Grand Total of 100 points she would go on to an "Off Mark" status, meaning she would no longer have a Mark Card.[1886] How much pocket money a girl got depended on what privilege group she was in.[1887]

The 1974 Inspector reported that a fines system operated as a disciplinary measure, with the money saved used to buy recreational items. The Inspector discussed this with the Principal and Assistant Principal who were unaware they were not permitted to do this, and suggested alternative systems.[1888]

In 1977 Dr Frazer doubted that the Principal was fully aware of the theoretical background of the Token Economy system used in Fareham.[1889] Frazer said it was never intended to be a total system of control, and was meant to be a temporary system to improve surface behaviour and that once this was achieved other methods could be used.[1890] In 1979 residents complained that staff were not consistent in how they applied the privilege programme.[1891]

In the late 1970s girls were provided with pocket money some of which was banked for them.[1892]

In the late 1970s one staff member was assigned to take a special interest in an individual resident.[1893]

In 1980 the Principal reported that a progressive programme had been introduced.[1894] He stated that Fareham tried to provide through programmes an atmosphere that encouraged self growth, social skills and a basic education.[1895] There was no vocational training in 1980 except for day work placement.[1896]

According to the Director of Residential Services in 1980 there was general dissatisfaction with the programme Fareham offered.[1897] The Principal reported in this year that as the length of stay was extending, the programme changed to cater

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[1883] Marking Assessment System guide, GA Dawber, Principal, March 1977, Fareham Profile F5000002388341, p2.
[1884] Marking Assessment System guide, GA Dawber, Principal, March 1977, Fareham Profile F5000002388341, p2.
[1885] Marking Assessment System guide, GA Dawber, Principal, March 1977, Fareham Profile F5000002388341, p2.
[1886] Marking Assessment System guide, GA Dawber, Principal, March 1977, Fareham Profile F5000002388341, p2.
[1887] Marking Assessment System guide, GA Dawber, Principal, March 1977, Fareham Profile F5000002388341, p3.
[1888] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p3.
[1889] Minute Sheet, Re Inspection Report – Fareham, A Frazer to M T Ball, 22/07/77, Fareham Reports 200503558.
[1890] Minute Sheet, Re Inspection Report – Fareham, A Frazer to M T Ball, 22/07/77, Fareham Reports 200503558.
[1891] Memo, illegible to Mr Lucas, 26/02/79, Fareham Incidents 2005035542, p5.
[1892] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p1.
[1893] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p2.
[1894] Memo, J Worfolk, Principal to Director-General, 23/01/80, Fareham Programmes, 2005035542, p1.
[1895] Annual Report 1980, Fareham Reports 2005035542, p1.
[1896] Annual Report 1980, Fareham Reports 2005035542, p2.
[1897] Memo, Illegible, Director Residential Services to Mr Lucas, D.D.SW (ops), 05/11/80, Fareham Staffing 2005035542.

for a four to six term stay, which would bring most girls near to school leaving age.[1898]

Administration

The 1980 Inspectors said generally the correct procedure in terms of manual instructions were being followed.[1899] A diary was kept in the duty room, in which all movements, admissions and appointments were appropriately actioned.[1900] Separate day and night occurrence books were kept. The Inspectors noted that night entries followed a very regular pattern and felt night checks should be made on a more informal and irregular basis.[1901]

No punishment register was kept.[1902]

Work and training

In 1962 the Senior Clerk at Masterton reported that on a number of occasions during May a number of inmates worked at potato picking or sorting, for which there was no record of wages being paid to them.[1903] The clerk was told by the Principal, Mrs Te Tau, that in place of wages the Institution received tonnes of potatoes.[1904] The DCWO considered that since the girls did not receive payment their recreation fund should benefit to the value of the potatoes.[1905]

In 1973 some girls spent time doing community work without pay.[1906] According to the Inspector this was regarded as a learning experience and a means of encouraging ideals of service.[1907]

In 1974 the Principal reported that work placement for most girls continued satisfactorily and that the experience gained from the social contact was helpful.[1908] Most girls worked two half days each week at a variety of locations, including factories, Kindergarten, Schools, Reception Centre, and with gardeners and a grocer.[1909]

The School Report of 1979 noted that work experience was offered to those approaching 15,[1910] but the 1980 School Report noted that work placements did not build into a cohesive programme.[1911] Only two girls qualified in 1980 so the Senior Teacher decided to let the programme lapse until more girls qualified.[1912]

[1898] Annual Report 1980, Fareham Reports 2005035542, p4.
[1899] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1900] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1901] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1902] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1903] Memo, MLL Wilson, Senior Clerk to DCWO, 09/08/62, Fareham Programmes 200412833.
[1904] Memo, MLL Wilson, Senior Clerk to DCWO, 09/08/62, Fareham Programmes 200412833.
[1905] Addition on memo, JJ Hercock, DCWO to Superintendent, 20/08/62 on memo, MLL Wilson, Senior Clerk to DCWO, 09/08/62, Fareham Programmes 200412833.
[1906] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p4.
[1907] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p4.
[1908] Annual Report 1974, Fareham Reports, 2005035542, p4.
[1909] Annual Report 1974, Fareham Reports 2005035542, p4.
[1910] Annual Report 1979, Fareham Reports 2005035542.
[1911] Annual Report 1980, Fareham Reports 2005035542.
[1912] Annual Report 1980, Fareham Reports 2005035542.

At an unknown time girls worked outside Fareham, mainly doing housework, which they were paid for.[1913] Others worked on farms, as waitresses or hospital aides.[1914] A few made a career of nursing.[1915]

Resident-to-resident issues

Little is recorded in the files about abusive behaviour between residents, although in early 1979 the Principal reported that a few problems were being experienced amongst the "heavy group" to sort out their leader[1916] and within ten days of assuming the position of Principal, Janet Worfolk reported that three girls, "under the influence of the unofficial "king pin", were consistently knocking other newer and "weaker" girls around.[1917] All girls were warned about the seriousness of the assaults".[1918] The Principal reported that the "king pin" was spoken to individually.[1919] Worfolk gathered that "the punching of new girls has ... been going on since the first term, and they seem to take it as a matter of right".[1920]

Not prepared to accept behaviour of that kind, Worfolk ensured considerable time was put into working on the problem.[1921] One girl received facial injuries, and the two girls concerned were placed "off privileges" and were warned that next time they would be removed from Fareham.[1922] A resident who assaulted another was placed in the Secure Unit at Miramar and was to be discharged, but was sent to Weymouth for 10 days.[1923]

According to the Principal some girls took exception to staff running Fareham instead of them and planned to wait until the night staff arrived and then set fire to the van and the bedrooms. One girl could not wait that long so threw a tantrum which took the Residential Social Worker away from the group, leaving only one staff member to cope. While this was happening three girls set light to bedroom curtains. According to the Principal due to the swift reaction of staff only minimal damage was done and the fire was extinguished.[1924]

The three girls who lit the fire were transferred to Miramar Girls Home Secure Unit, and two of them were discharged.[1925] The majority of girls settled back into routine after the incident. The Principal believed the fire could have been avoided if the staff coverage was greater.[1926]

[1913] Extra Accommodation, to Mr Reilly, 31/01/67, Fareham Profile 2005035541
[1914] "Homestead Where the Great Once Relaxed" , F5000000633723.
[1915] "Homestead Where the Great Once Relaxed" , F5000000633723.
[1916] Additon to memo, JA Dawber, Principal t Director General on memo, M Bannister, Assistant RSW, to Principal, 25/02/1979, Fareham Drugs and Smoking, 2005035542, p3.
[1917] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p1.
[1918] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p1.
[1919] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p1.
[1920] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p1.
[1921] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p1.
[1922] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p1.
[1923] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p2.
[1924] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p2. This incident and a number of other 'riots' are documented in Dalley, B, 1998, *Family Matters, Child Welfare in Twentieth-Century New Zealand*, Auckland University Press, Auckland
[1925] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p2.
[1926] Memo, J Worfolk, Principal to Director-General, 25/09/79, Fareham Profile 2005035542, p2.

Health and medication

In 1956 the Principal reported that girls had been admitted hurriedly, without being medically examined prior to admission and requested that this change.[1927] The Superintendent stated he would issue a request to this effect and that girls arrive with reports of their medical and dental examinations.[1928]

In 1957 new admissions were asked to be "dentally fit" because of the difficulty of releasing staff to escort girls to the dentist.[1929]

In 1974 the Principal reported that the bed in the medical room was not used that year and that no girl was hospitalised.[1930] In 1976 AG Frazer inspected the medical room and found that there was insufficient first aid equipment to cope with emergencies,[1931] But by 1977 the medical room suitably housed basic first aid materials and had a lockable drug cabinet[1932]

In the late 1970s it was normal for a girl to have been medically examined by the Girls' Home from where she was admitted or in her home district.[1933] Medical, dental and specialist treatment was available if necessary.[1934]

The 1980 Inspection Report noted that an entrance medical examination was carried out soon after admission by a local GP.[1935] No smear tests were taken and if concern was felt in this area (after discussion with the GP) the girl had to be taken to the VD Clinic at Wellington Public Hospital.[1936] The Inspectors noted that this was not a satisfactory arrangement but that due to the age group of girls at Fareham this procedure did not happen often.[1937]

In 1980 the Principal told Inspectors that the medical service provided by the GP was unsatisfactory as the doctor was reluctant to visit Fareham unless there was a real emergency.[1938] The Inspectors noted that this would be discussed with Dr Frazer.[1939] A supplementary medical service was provided by the District Nurse who visited weekly.[1940]

In 1980 the Inspectors said the dental service provided to Fareham was adequate.[1941]

[1927] Memo, M Hopkinson, Principal to Superintendent, 11/04/56, Fareham Health 2008035541.
[1928] Reply on memo, CE Peek to Principal, Fareham, 15/04/56(?) Fareham Health 2005035541.
[1929] Memo, M Hopkinson to Superintendent, 22/11/57, Fareham Admissions2005035541.
[1930] Annual Report 1974, Fareham Reports 2005035542, p4.
[1931] Memo, AG Frazer to Mr Te Punga, 07/10/76, Fareham Health 205035542.
[1932] Minute Sheet, Fareham House, illegible to Mr Ball, visit 21 September 1977, Fareham Reports 2005035542.
[1933] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p1.
[1934] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p1.
[1935] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[1936] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[1937] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[1938] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1939] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1940] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.
[1941] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.

Psychological care

In 1965 psychological assessments were supposed to accompany applications for admission.[1942] In 1966 a psychologist[1943] and doctor provided services to Fareham[1944] and by 1970 the Psychological Service visited Fareham regularly.[1945]

In 1974 the Inspector reported that there was a lack of psychiatric and psychological services. Urgent cases could be dealt with in Masterton by arrangement but there was no continuing service.

In 1976 it was reported that psychiatric help at Fareham required taking girls to Miramar Girls' Home to be seen as an outpatient, and in selected cases for girls to be admitted to the girls' home for psychiatric assessment.[1946] AG Frazer reported that this was unnecessary and that there had never been a visiting psychiatric service on a regular basis. General medical services came from the local practitioner who could supervise any necessary psychiatric medication.[1947]

Frazer reported that the education psychologist used to visit Fareham on an informal basis to provide a considerable degree of support to the staff where necessary.[1948] This stopped because of financial restrictions and Fareham had not been visited by a psychologist for many months when Frazer visited. Frazer outlined reasons why a proper service was needed.[1949]

In 1977 the Psychologist visited regularly[1950] but the Principal described the psychiatric and psychological services as very limited.[1951]

In 1979 there was approval for visits from a psychologist for one half day a fortnight, however they had only seen her three times in six months. Therefore the Principal believed that any child needing long term psychological service should not be admitted.[1952] However another commentator believed that because of the type of girl "we are having to recommend for admission to our institutions for long term training it would not be practical to exclude girls" on these grounds.[1953]

In 1980 the Principal reported that the visiting psychologist, Pru Vincent, visited one half day a month and that Fareham could utilise a lot more of her time with intensive counselling.[1954] The 1980 Inspectors noted that Vincent, had been visiting Fareham for three and a half years and that because of pressures caused by the "sinking lid" she was no longer able to visit on a full half day or more per fortnight.[1955] She could provide reasonably adequate service with a full afternoon on one fortnight and two hours the following fortnight, according to the Inspectors.[1956] Vincent commented

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[1942] Circular Memorandum 1965/22, 17/03/65, Fareham Staff, F5000005774764.
[1943] Report, K Hayes (for Superintendent) to the Superintendent, 02/03/66, Fareham Reports 2005035542, p1.
[1944] Memo, R Bell, Principal to the Superintendent 13/11/67, Fareham Reports 2005035542.
[1945] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p2.
[1946] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p2.
[1947] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p1.
[1948] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p2.
[1949] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p2.
[1950] Minute Sheet, Re Inspection Report – Fareham, A Frazer to M T Ball, 22/07/77, Fareham Reports 200503558.
[1951] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p4.
[1952] Annual Report 1979, Fareham Reports 2005035542, p1.
[1953] Minute sheet, illegible, Fareham House 1979 Annual Report, 05/02/80, Fareham Reports 2005035542.
[1954] Annual Report 1980, Fareham Reports 2005035542, p3.
[1955] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p6.
[1956] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p6.

that the atmosphere at Fareham was the best it had been in three and a half years.[1957]

A psychiatrist was always available for consultations in 1980.[1958] In the same year medical and dental visits were a "fairly long process" according to the Principal. There was no visiting doctor.[1959] According to the Principal there were seldom swab tests done as girls came directly from short term institutions, or were "dealt" with by them in the case of absconders before they returned to Fareham.[1960]

Psychiatric hospital placement

There is very limited information on this topic in the Fareham files.

The Principal reported in 1966 that at times when extreme emotional difficulties were experienced and behaviour indicated the possibility of psychotic factors he always arranged for observation of children at the Psychiatric Ward, Wellington Hospital. Committal was always made from this point. In 1966 there were three committals.[1961]

In 1969 the Senior Teacher reported that over the previous four years, regularly and annually "between 20% and 30% of our 'graduates', graduate to mental hospital".[1962]

Staffing

Staff numbers

In 1955 there were periods of staff shortages during which time no admissions could be made. Staffing numbers had improved by September.[1963]

In March 1965 Fareham was not fully staffed.[1964] In 1966 the Principal believed that staffing numbers should be increased as it was not possible to give adequate supervision without using the matron's staff.[1965] In 1966 after months of advertising only one, unsatisfactory, application was received for the position of House Mistress.[1966]

In 1966 the Assistant Principal and Instructress were prepared to live in at least three nights per week for "on call" coverage.[1967] This provided adequate coverage where at least one supervisory officer covered the day from 7am to 9am according to someone in the name of the Superintendent.[1968]

[1957] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p6.
[1958] Annual Report 1980, Fareham Reports 2005035542, p3.
[1959] Annual Report 1980, Fareham Reports 2005035542, p3.
[1960] Annual Report 1980, Fareham Reports 2005035542, p3.
[1961] Memo, R Bell, Principal to the Superintendent 13/11/67, Fareham Reports 2005035542.
[1962] Annual Report 1969, Fareham Reports 2005035542.
[1963] Memo, E Naylor to Superintendent, 08/09/55, Fareham Admissions 2005035541.
[1964] Circular Memorandum 1965/22, 17/03/65, Fareham Staff, F5000005774764.
[1965] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542, p2.
[1966] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542, p3.
[1967] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542, p3.
[1968] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542, p3.

When K Haynes, for Superintendent visited early in 1966 he believed the staff seemed a stronger team and more confident, due in part to the staff and administrative changes that had occurred.[1969] There was a full staffing team in 1969 but by the following year there was a shortage of staff.[1970] In 1973, 1974 and 1977, 1979 and 1980 there were between fifteen and 16 staff.[1971]

In January 1969 Mr C C Chibnall was appointed Principal. He complimented Mr Bell, the previous Principal, on the well defined systems and policies he had established.[1972] There was no matron from May to October 1969 and the Assistant Principal was away from May until mid-July.[1973] Chibnall complimented staff who relieved these people as no break in routine or loss of efficiency was experienced.[1974]

[redacted] the Matrons reportedly had no sense of housekeeping and stored food poorly.[1975] There had been a succession of matrons.[1976]

In [redacted] the Inspector reported that [redacted], Assistant Principal had worked for fourteen days without a day off.[1977] He arranged for Matron of Miramar to help for three days, for the Miramar Principal to talk with her, and insisted she take time off.[1978]

In [redacted] complained that during his time as Principal he was short staffed and personally did not have one day off over a period of 22 weeks.[1979] He further complained that that when he was Principal he asked Head Office for permission to employ night staff as he believed that the system in operation, whereby two staff would be on call, but would sleep behind closed doors, was unsatisfactory.[1980] He reported that incidents involving leaving the property, "indulgence in sex play", wilful damage and smoking occurred because of the lack of supervision during this period.[1981]

During the time Fareham was closed in 1973 wage worker staff were not employed, and vacancies on the permanent staff were not filled. This reduced the normal staff numbers to fifty percent.[1982]

[1969] Report, K Hayes (for Superintendent) to the Superintendent, 02/03/66, Fareham Reports 2005035542, p1.

[1970] Note for File, T Ball to Mr Reilly, 07/05/70, Fareham Staffing 2005035542, p1.

[1971] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p1; Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p1; Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p1; Annual Report 1979, Fareham Reports 2005035542, p1; Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p1.

[1972] Annual Report 1969, Fareham Reports 2005035542, p2.

[1973] Annual Report 1969, Fareham Reports 2005035542, p2.

[1974] Annual Report 1969, Fareham Reports 2005035542, p2.

[redacted]

[1977] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, 08/03/72, Fareham Staffing 2005035542, p3.

[1978] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, 08/03/72, Fareham Staffing 2005035542, p3.

[redacted]

p3.

[1982] Report to the Minister of Social Welfare, Fareham House, 15/06/73, Fareham Profile 2005035542.

In 1974 Mr Goldsbury, Principal, reported that all the staff shared added responsibilities when staffing was not at full strength.[1983] According to him the extra strain proved a trial for some senior women, but he expected 1975's coverage to be improved by working as possible to the established timetable.[1984]

In 1977 approval was given for the installation of an alarm system[1985] as at night Fareham was only staffed with one night supervisor, and although there may have been a staff member sleeping in the building the system was needed to enable the night supervisor to summon aid and help in emergencies.[1986] In 1978 the Principal called for this system to be upgraded as it was unsatisfactory.[1987] It wqs noted that in 1978 there was one staff member only on duty at night and up to 24 girls in residence.[1988]

In 1979 The Principal, Miss Worfolk, was concerned about poor senior staff coverage.[1989] Worfolk believed Fareham could operate better if the Principal was taken off the roster, as this would allow for administration and staff training.[1990] She also suggested two Senior Residential Social Workers be appointed, to give a coverage of three staff on every day shift, that a night attendant be appointed and that the present part-timers be made full time, to give a cover of two during the night.[1991] To keep within the present staff ceiling the Principal suggested disestablishing the relieving Assistant Residential Social worker, seamstress/laundress, and Matrons Assistant positions.[1992] Another commentator believed that Principals and Assistant Principals at all institutions should be non-rostered but recognised the obstacles to this.[1993]

The 1980 inspectors visit to Fareham identified four staff vacancies, including that of the Assistant Principal.[1994] Only three staff members were employed at Fareham when the previous Inspectors visited in mid 1977.[1995] In March Principal Mr Dawber went on leave then left Fareham several months later and was replaced by Miss J Worfolk in August.[1996] Until Worfolk arrived there had only been one senior staff member since Dawber left.[1997]

Still concerned about the shortage of senior staff the Principal in 1980 was awaiting the results of a submission written to head Office 14 months ago asking that two junior positions be disestablished and replaced by two senior residential social workers.[1998] This, together with the assistant principal on a three week roster would give a cover of senior staff at all times.

[1983] Annual Report 1974, Fareham Reports 2005035542, p1.
[1984] Annual Report 1974, Fareham Reports 2005035542, p1.
[1985] Memo, Adrienne M Dench, for Director General to Principal, 01/06/77, Fareham Profile, 2006005604.
[1986] Letter, Director General to GA Dawber, Principal, 18/05/77, Fareham Profile 2006005604.
[1987] Letter, Director General to GA Dawber, Principal, 10/11/78, Fareham Profile 2006005604.
[1988] Memo, GA Dawber, Principal to District Engineer, 04/04/78, Fareham Profile, 2006005604.
[1989] Annual Report 1979, Fareham Reports 2005035542, p3.
[1990] Annual Report 1979, Fareham Reports 2005035542, p1.
[1991] Annual Report 1979, Fareham Reports 2005035542, p1.
[1992] Annual Report 1979, Fareham Reports 2005035542, p1.
[1993] Minute sheet, illegible, Fareham House 1979 Annual Report, 05/02/80, Fareham Reports 2005035542.
[1994] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p1.
[1995] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[1996] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[1997] Annual Report 1979, Fareham Reports 2005035542, p2.
[1998] Annual Report 1980, Fareham Reports 2005035542, p2.

A review of whether Fareham served a useful purpose was proposed in 1980.[1999]

In 1980 there was night staff cover of one and sleepovers were reinstated so that there were two staff in the building.[2000]

A Senior Residential Advisory Officer stated in 1980 that the retention of suitable staff had always been difficult.[2001] Reasons provided for this included lack of professional and specialist support, difficulty in retaining suitable teacher staff, its locality, for promotional reasons Fareham's grading is at the bottom of the residential social work ladder, the local community never really accepted Fareham.[2002]

In 1980 the Principal noted that it was difficult to attract the right people to teach special skills like piano because they often had to travel a long way and were paid little.[2003]

General issues

The Principal, [redacted] was very unhappy in [redacted] that he had to cover from 7am to 11am as well as doing administration work.[2004] He did not believe that the Principal should be required to supervise girls' duties, and was not prepared to supervise the dressing and ablutions of the girls.[2005] While he was on duty at showering and bed time, direct supervision was performed by the Assistant Principal and House Mistress.[2006] DG Reilly believed that the Principal must know that such duties were not expected of him.[2007] On [redacted] K Hayes, for Superintendent spent the day at Fareham in a response because the Principal was unhappy and was considering resigning.[2008] Hayes suggested ways to remedy these problems.[2009]

In [redacted] T Ball visited Fareham to conduct a general review.[2010] He reported that [redacted] tended to withdraw into the institution, that more attention appeared to be paid to staff and their views[2011] and that [redacted] was in need of support and suggested he be visited more.[2012]

In [redacted] the Senior Teacher complained about the Principal, [redacted].[2013] Allegations included a "surprising ineptitude in management",[2014] that staff relations were poor,[2015] and that girls were transferred, discharged or enrolled at Kuranui

[1999] Minute sheet, illegible to Mr Lucas, Fareham House 1979 Annual Report, 11/02/80, Fareham Reports 2005035542.
[2000] Annual Report 1980, Fareham Reports 2005035542, p2.
[2001] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p2.
[2002] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p2.
[2003] Annual Report 1980, Fareham Reports 2005035542, p3.

[redacted]

College without any consultation with the Senior Teacher.[2016] A Head Office visit to the home revealed that [redacted] was demonstrating mismanagement and identified a number of incidents none in themselves gravely serious, but which added up to "a Principal some of whose weaknesses we know, abrasive in staff and public relations, clumsy in management and far too ready to align himself alongside the girls and 'against the rest'".[2017]

In August [redacted] the Matron advised that staff were unhappy with the conditions at Fareham and were not confident in the Principal.[2018] Anderson, the Assistant Director of Social Work reported that in mid [redacted] a Featherston doctor complained about [redacted]'s regime.[2019] Anderson reported that [redacted] was hired because he was the best of a poor selection of applicants.[2020] He believed that [redacted] would "come right" and when it became clear he never would, [redacted] was "eased out of the place".[2021] Anderson said the Head office influence on a Principal was designedly minimal.[2022]

According to the Matron the loss of [redacted] the Assistant Principal and the fact that the position was still unfilled had a big effect.[2023] The matron reported that there would be no women living in for a period and that when women were on duty they slept in, and that the principal did too.[2024] Feist was unhappy about this.[2025] According to the Matron any attempt by staff to discuss matters with the Principals was rejected.[2026] Staff would not record incidents in the day book because they were scared that they would be blamed for anything that happened, and that no notice was taken.[2027] Feist reported that these matters were discussed with Mr Anderson and Mr Reilly and that Mr Bygate would inspect Fareham in late [redacted].[2028]

1972 the Inspector stated that [redacted] administered Fareham in a "big rough mannish way" and that the girls responded to this.[2029] He criticised [redacted] for implementing a new timetable without prior approval before he left as staff were contending with some radical changes.[2030]

The Inspector commented in [redacted] that in his opinion the new Assistant Principal, [redacted] did not have the experience to take over the running of an institution for six weeks and he had been left too long on her own by the Principal.[2031] When [redacted] was away junior staff became confused and the

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residents gained an increasing amount of control.[2032] Some residents absconded and burgled a house.[2033]

The Inspector reported that when he arrived windows were smashed. He also reported an instance where [redacted] put five girls in the bus without letting any of the other staff know where she was going. The Matron became concerned because some of the girls seemed dangerous and notified the police. On another occasion [redacted] put three girls in the bus to remove them from a crisis situation and took them to Miramar without prior arrangements to have them admitted.[2034] They were not received.[2035]

In [redacted] the Miramar matron helped the Assistant Principal tighten up discipline and organise activities which were met with a positive response from the residents, according to the Inspector.[2036]

Discussions with residents, Somerville and Principal Miramar suggested a prime motive for the absconding was boredom and insecurity resulting from the lack of organised activity and lack of unity and confidence amongst staff.[2037]

In [redacted] the Inspector reported that the Principal felt that Fareham was running extremely smoothly and rejected the idea that care of the staff would help the girls ultimately.[2038] The inspector organised a meeting to address these issues.[2039]

In [redacted] the Inspector asked the Principal to ensure that either the Principal, the Assistant Principal or House mistress was on duty all the time.[2040]

In [redacted] DG Reilly, Assistant Director (Institutional Services) expressed negative views about [redacted]s performance as Principal and reported that the institution had been virtually administered by his office until six months ago. An Inspector told [redacted] too many day to day running matters of Fareham were going to Head Office and that he should be able to deal with them.[2041] Reilly believed [redacted] was an unsuitable controlling officer of an institution.[2042]

In [redacted] the Director-General reported that women staff were in a state of inertia and fear after being alienated by the Principal.[2043] One night residents left Fareham at night, after threatening the staff who were too afraid to go out after them or to ring the

[redacted]

[2036] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, [redacted] Fareham Staffing 2005035542, p3.
[2037] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury [redacted] Fareham Staffing 2005035542, p3.
[2038] Minute sheet, P Bygate, Inspector to Mr Reilly, [redacted], Fareham Staffing 2005035542, p9
[2039] Minute sheet, P Bygate, Inspector to Mr Reilly, [redacted], Fareham Staffing 2005035542, p10.
[2040] Minute sheet, P Bygate, Inspector to Mr Reilly, [redacted], Fareham Staffing 2005035542, p4.
[2041] Minute sheet, P Bygate, Inspector to Mr Reilly, [redacted], Fareham Staffing 2005035542, p9.
[2042] Notes for File, DG Reilly, Assistant Director (Institutional Services), [redacted], Fareham Staffing 2005035542, p1.
[2043] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, [redacted] Fareham Profile 2005035542, p1.

Principal.[2044] The Assistant Director (Institutional Services) reported that the women staff were never likely to rise above mediocre.[2045]

In 1973 Mr PE Scahill took over the institution at the beginning of that year and found it in a "parlous state". The Inspector reported that beds were wrecked, curtains and linen torn, and walls and furniture damaged.[2046] According to the Inspector Fareham had to be cleared of inmates and because it had been impossible to find a second teacher the numbers in residence had to be kept to 13.[2047] Soon after being appointed Principal, Mr Scahill, expressed concern about staff relationships, the disdain which the residents had for control, staff apathy, the fact the girls were in control of the institution, Fareham's physical condition[2048] and that he doubted that he could bring the Institution under control and rouse staff into a positive attitude.[2049]

The Director-General reported that a visit was made immediately by one of his senior officers who confirmed that the girls were really in charge and that considerable damage had been done to the institution prior to the appointment of the new Principal.[2050] The Director-General believed that in the last few months of the previous Principal's occupancy he must have lost grip as a controlling officer, have alienated the women staff more than suspected and that his control of the girls had dissolved to an extent he had to bribe them to maintain it.[2051]

According to the Director General, the Department knew the previous Principal "was by no means a very good one but it was surprising to learn that his management had slipped so badly".[2052] He believed that the deterioration occurred within the previous six months because prior to that time visits had been made by Inspectors, which ceased only because the Principal had been in the position for nearly two years and it was decided it was time he learned to stand on his own feet.[2053] The Assistant Director General (Social Work) expressed regret that a full inspection service had been unable to operate in recent years but noted that Fareham did receive an untoward share of the Inspectors' time.[2054]

The Director-General knew from experience that when an Institution was reduced to a stage where inmates dictated policy, defied authority and where staff morale was gone, the only way to deal with the situation was to move every inmate out of the Institution.[2055] For this reason all girls were discharged in March 1973 and the work

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[2044] Notes for File, DG Reilly, Assistant Director (Institutional Services), 15/03/73, Fareham Staffing 2005035542, p2.
[2045] Notes for File, DG Reilly, Assistant Director (Institutional Services), 15/03/73, Fareham Staffing 2005035542, p2.
[2046] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p1.
[2047] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p1.
[2048] Notes for File, DG Reilly, Assistant Director (Institutional Services), 15/03/73, Fareham Staffing 2005035542, p1.
[2049] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[2050] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[2051] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[2052] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[2053] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.
[2054] Minute Sheet, Illegible Anderson, ADG(SW) to Mr Healy, 01/05/73, Fareham Staffing 2005035542, p1.
[2055] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p1.

of repair and refurnishing began.[2056] This cost thousands of dollars, and [redacted] was asked to explain the damage.[2057] The Institution was to re-open on 18 June 1973.[2058]

In 1973 the Inspector reported that staff were happy and relaxed, with the exception of the Matron.[2059] He complemented Mr Scahill on bringing Fareham into smooth running order, repairing the extensive damage to it, and welding staff into an effective team.[2060] Scahill set high but not unrealistic standards of personal behaviour, and had engendered in the girls a respect for institution property.[2061]

In 1973 the Inspector reported that the Principal was pleased with the effects of appointing night supervisors. Prior to this, girls were slipping out at night and coming home before staff woke in the mornings.[2062]

The [redacted] Inspector commented that operating on a reduced roll for a considerable time affected the normal routine and staff morale.[2063] That same year [redacted] was recently appointed Principal. At [redacted] was embarking on his first major position of responsibility.[2064] The Inspector thought [redacted] could be much firmer in his dealings with staff.[2065] Despite their reputation of being "difficult" staff had a pleasant approach to their jobs.[2066] According to [redacted], once staff duties were more clearly defined there would be better supervision coverage and more co-operation from all.[2067]

In 1975 it was felt by the Director, the Principal, the Assistant Principal and the Director's Administration Officer that there should be a re-look at management to improve communication and organisation.[2068] It was decided all staff matters would be referred to the Masterton office.[2069]

In 1977 the Inspectors found most of the staff to be of good calibre and interested in their work.[2070] They reported that in the past Fareham had often had to rely on local workers who had not always been up to standard.[2071] The Inspector believed a feature of a small institution like Fareham was that there was little difference in function between professional and domestic staff - all had contact with the residents and played a part in training and supervising them.[2072]

In 1978 the Visiting Committee described the staff as "excellent".[2073]

[2056] Memo, IJD MacKay, Director-General of Social Welfare to Minister of Social Welfare, 12/04/73, Fareham Profile 2005035542, p2.

[redacted]

[2058] Report to the Minister of Social Welfare, Fareham House, 15/06/73, Fareham Profile 2005035542.
[2059] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p3.
[2060] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p3.
[2061] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p4.
[2062] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p3.

[redacted]

[2067] Annual Report [redacted] Fareham Reports, 2005035542, p1.
[2068] Memo, JG Elliott, Director of Department of Social Welfare to Director-General of Social Welfare, 01/05/75, Fareham Staffing 2005035542, p1.
[2069] Memo, MJD Rogers, Senior Executive Officer , Fareham Staffing 2005035542, p1.
[2070] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p2.
[2071] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p2.
[2072] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p2.
[2073] Memo, K Yule to Director-General, 12/09/78, Fareham Contact with Social Workers 2005035542.

The facilitator of training in 1979 remarked that a big problems experienced by staff at Fareham was their insecurity due to lack of back up by senior staff and that due to the Acting Principal while there were signs it was improving, the general tone of the institution was dejected.[2074]

Two major staffing needs were identified by the facilitator.[2075] Firstly, there was a need for a roster of three female Assistant Residential Social Workers.[2076] At that time there were three RSWs and three ARSWs. Of the six three were male and three were female.[2077] This meant that on every shift there was only one female on the roster, who accordingly was under a lot of pressure.[2078] Further staffing was also considered essential as the Principal and Assistant Principal had to work rostered hours to provide backup for staff.[2079] The facilitator believed the single cover night staff roster was inadequate.[2080] He made suggestions of how this could be improved.[2081] The facilitator believed there was a need for an experienced Principal to take over Fareham.[2082]

In [redacted] an Inspector reported that [redacted]'s administration had deteriorated so much that even the school was having difficulty functioning.[2083] The Inspector reported that teachers each day had to calm and advise the girls over the succession of "'incidents'" that took place in the home before school work could begin.[2084] According to the Inspector the situation was continuing to deteriorate into a possibly dangerous state.[2085]

In [redacted] the Head Teacher, [redacted] complained that staff relationships were poor and that the Principal had been "rubbishing" the school and school staff to institution staff.[2086] [redacted] was insistent that girls should come back to the house "mentally exhausted from doing school work".[2087]

[redacted] and [redacted] a Fareham staff member (position unknown) were in a relationship.[2088]

[2074] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2075] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2076] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2077] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2078] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2079] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2080] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2081] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p3.
[2082] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p4.
[2083] Memo, L R Silcock (Inspector Supervising Special Education) to District Senior Inspector of Schools, [redacted], Fareham Staffing, 2005035542.
[2084] Memo, L R Silcock (Inspector Supervising Special Education) to District Senior Inspector of Schools, [redacted], Fareham Staffing, 2005035542.
[2085] Memo, L R Silcock (Inspector Supervising Special Education) to District Senior Inspector of Schools, [redacted], Fareham Staffing, 2005035542.
[2086] [redacted]
[2087]
[2088]

[redacted] reported that on 18/02/79 the girls rioted and that it took Police presence to restore order.[2089] [redacted] stated that "[redacted], according to a reliable source, was not in control of the situation – he hit girls and banged their heads against the wall."[2090] [redacted] reportedly asked a junior staff member which three girls should be taken to the Masterton Police cells, ignored the recommendation that three of the "'heavies'" go, and sent three of the "babies" off in the Paddy Wagon to the cells.[2091] They returned the next day.[2092] It was noted that in future girls were not to be placed in Police cells as it was contrary to the instructions in a circular memorandum.[2093]

[redacted] was concerned that no mention of the night's events had been written in the Official Day book, and believed it should have been.[2094] Staff were informed that if there was any more trouble the Police were to be called and to let them "take over".[2095]

[redacted] believed [redacted] had lost the respect of the girls and had "'lost'" the Institution months ago when Graham Booth, Housemaster, left.[2096] [redacted] described the girls as very unsettled and despite cautioning them, was fearful there would be more trouble, including assaults on certain staff and a fire (as the girls had access to petrol).[2097]

On [redacted] there was a fire and ten girls were taken to the Masterton Police Station.[2098] [redacted] believed that the spate of trouble was directed solely at [redacted].[2099]

In [redacted] recognised that making use of the Police offer to use their custody was against a previous Director General instruction, however in a crisis where he had no secure facility or no immediate access to one he was apt to use what was offered at the time". He stated that Fareham staff stayed with the girls in custody on the second occasion and on both times the minimum time was spent by girls in the cells.[2100]

[redacted] it was agreed that he would cease duty in March 1979[2102]

In [redacted] the Principal recommended Fareham close for three weeks at Christmas and the two weeks in May and August so that the majority of the annual leave may be taken then.[2103]

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Individual staff members

In [redacted], Principal reported that there was only one girl who he had ever needed to physically man-handle and had to do so three times.[2104] On one of these occasions [redacted] had to physically carry her to the secure room.[2105] He reported that some workmen saw him doing this and it was believed that there was nothing else he could have done.[2106] [redacted] also reported to A Blumer (position unknown) that a resident told other residents that [redacted] loved her as he did his wife and that he told her all about sex. Blumner told him this kind of talk was inevitable with adolescent girls and advised him to ignore it as much as possible.[2107]

In [redacted] a JG Elliott, DCWO informed the Superintendent that some foster parents mentioned that a friend who had been painting at Fareham had seen a girl being pulled by the hair up the stairway.[2108] Elliott approached the painter about the incident but he did not wish to talk about it because, in Elliott's opinion he did not want to be involved in a full scale inquiry.[2109] The painter believed that the girls would be "'safe'" because there were many tradesmen around the institution and said "'anyway, no man should hit a woman' prior to terminating the interview…".[2110] The DCWO did not support any suggestion that the Principal pulled girls hair as a disciplinary measure or at all acted improperly.[2111] Another document makes reference to staff, not just one person, allegedly pulling girls around by the hair.[2112]

In 1972 [redacted] and [redacted] Matron's Assistants were asked for their resignation by Miss Somerville, Acting Principal after refusing to walk to Featherston with girls to do shopping as they felt the request was unreasonable.[2113] They resigned and left immediately.[2114] The Inspector stated [redacted] as not having been a strong member of staff.[2115]

The Principal told the Inspector Mrs [redacted] Matron was his one staff problem as she had a negative attitude to the girls, which they sensed, and which undermined her work with them. According to the Inspector [redacted] was responsible, contrary to instructions, for putting a girl in security without the Principal's prior permission.[2116]

The 1977 Inspection report noted that the Principal, Mr G Dawber was not satisfied with [redacted], who he believed lacked initiative.[2117] The Inspectors also reported that [redacted] Housemaster, was proving a problem. He was officially reprimanded for speeding in Fareham's minibus and for allegedly speaking rudely to a member of the public who confronted him about this. According to the Inspectors

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[redacted]

[2108] Report, JG Elliott, DCWO to Superintendent, [redacted], Fareham Incidents 2005035542, p1.
[2109] Report, JG Elliott, DCWO to Superintendent, [redacted], Fareham Incidents 2005035542, p3.
[2110] Report, JG Elliott, DCWO to Superintendent, [redacted], Fareham Incidents 2005035542, p2.
[2111] Minute Sheet, illegible to Mr Reilly, [redacted], Fareham Incidents 2005035542.
[2112] Minute Sheet, E Feist, [redacted] Fareham Incidents 2035542.
[2113] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, [redacted] Fareham Staffing 2005035542, p1.
[2114] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, [redacted] Fareham Staffing 2005035542, p1.
[2115] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, [redacted] Fareham Staffing 2005035542, p1.
[2116] Inspection Report, A Peek, 3-4 December [redacted] Fareham Reports 200503558, p3.
[2117] Inspection Report, JB Frost, A Peek, 9 June [redacted], Fareham Reports 200503558, p2.

had a brusque manner and was short-tempered at times.[2118] On the day the Inspectors visited had pushed one of the girls, which the Principal had to talk to him seriously about.[2119] Dawber was to ensure this incident was recorded on 's file, and Assistant Director Residential Services and Senior Institutions Officer were made aware of the incident.[2120]

In , told DGB of a "'show-down' he had with the Assistant Teacher of a joint libel action he and a staff member had instructed their solicitors to take against the other".[2121] later dropped this action.[2122]

Meetings

At an unknown time a psychologist proposed the staff training programme involve staff meetings of all available staff.[2123] The psychologist believed that Fareham ought to provide adequate training of the non-professional staff alongside the professional staff.[2124] He believed non-professional staff had a lot of opportunity to operate therapeutically on the children in their day to day contact and that they played an important role in the development of the girls.[2125]

In 1966 staff meetings were attended by Matron's staff and supervisory staff.[2126] The Principal said this was the one opportunity available to train staff towards a better understanding of the children.[2127]

In 1973 the Inspector reported that there was weekly meeting, attended by all staff, including teachers.[2128] Weekly staff meetings also took place in 1980 and there was a case conference once a month.[2129] Staff supervision happened irregularly because of the absence of an Assistant Principal.[2130]

Casework

In 1977 each girl was assigned to a caseworker who was responsible for "loco-parental" involvement and report work, among other things.[2131]

The 1977 Inspection Report noted that the institution was running smoothly and that both the Principal and Assistant Principal were keen to develop regular casework supervision of staff, which although it had begun, was hampered by the problem of finding a room in which conversations could not be overheard.[2132]

The 1980 Inspection Report stated that on admission a girl was assigned to a staff member who became responsible for casework with her.[2133] Because of low staff

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[2118] Inspection Report, JB Frost, A Peek, 9 June , Fareham Reports 200503558, p2.
[2119] Inspection Report, JB Frost, A Peek, 9 June , Fareham Reports 200503558, p2.
[2120] Inspection Report, JB Frost, A Peek, 9 June , Fareham Reports 200503558, p2.
[2121] Minute sheet, DGR to Mr Anderson, , Fareham Staffing 2005035542.
[2122] Minute sheet, DGR to Mr Anderson, , Fareham Staffing 2005035542.
[2123] Report, Staff Training at Fareham House, D Brown, Psychologist, Fareham Staffing 2005035542, p1.
[2124] Report, Staff Training at Fareham House, D Brown, Psychologist, Fareham Staffing 2005035542, p1.
[2125] Report, Staff Training at Fareham House, D Brown, Psychologist, Fareham Staffing 2005035542, p1.
[2126] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542, p2.
[2127] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542, p2.
[2128] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[2129] Annual Report 1980, Fareham Reports 2005035542, p2.
[2130] Annual Report 1980, Fareham Reports 2005035542, p2.
[2131] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p4.
[2132] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p2.
[2133] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.

numbers Resident Social Workers, Assistant Residential Social Workers and the cook were given this responsibility.[2134] There was no fixed routine about how regularly a girl was seen by her caseworker, but it was approximately once a week.[2135] It was the Assistant Principal's responsibility to supervise the casework of staff, but while this position was vacant the Principal attempted to do this.[2136] The Inspectors found varying standards of casework and recording.[2137] The Principal planned to hold a session on report writing during the annual staff training week.[2138]

In 1980 an unknown author stated that background support of visiting staff including psychologists and him/herself was inadequate to provide support on staff management and training aspects.[2139] This writer also believed there should be a case conference system on each girl every six to eight weeks which should involve themselves, the psychologist, Fareham staff and Mr Hooykaas (position unknown).[2140]

Training

In 1970 a newspaper suggested that one of Fareham's strengths was that its staff were "not trained professional social workers as such and therefore are not clouded in their approach by professionalism or institutionalism".[2141]

After the residents were discharged from the institution in 1973 a training programme was run by the Principal, assisted by the Director and Tutor from the Residential Staff Training School at Kohitere.[2142]

In 1974 the Inspector reported that internal staff training was under the supervision of the Assistant Principal.[2143] In the May holidays some Fareham staff visited Kohitere, the RSTS, Hokio and the Palmerston North Girls' Home.[2144] The Inspector said that this was very valuable as few of the staff had any idea about the other institutions.[2145] A similar visit was planned to Miramar Girls' Home and Epuni Boys Home. The Inspector suggested that combined training be undertaken with staff at the Greytown Reception Centre.[2146] Some staff attended courses at the RSTS.[2147]

The Assistant Principal and the Housemistress attended staff training courses in 1974.[2148] According to Goldsbury strong emphasis was put on the importance of staff training during this year.[2149] Goldsbury believed the organised tour of Social

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[2134] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[2135] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[2136] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[2137] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[2138] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p4.
[2139] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2140] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2141] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[2142] Report to the Minister of Social Welfare, Fareham House, 15/06/73, Fareham Profile 2005035542.
[2143] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p3.
[2144] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p3.
[2145] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p3.
[2146] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p3.
[2147] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p3.
[2148] Annual Report 1974, Fareham Reports 2005035542, p2.
[2149] Annual Report 1974, Fareham Reports 2005035542, p2.

Welfare Institutions in May was a valuable experience.[2150] On another occasion a group were taken to Wellington Institutions and to see Head Office.[2151]

In 1979 there was a three day staff training programme held at Fareham.[2152] One of the things it focused on was the liaison with local schools and community groups.[2153] It also focused on the "Teaching Parent" role for institution staff, the Wechsler Intelligence for children, the criteria and rationale of the behaviour categories used in the behaviour programme at the Girls' Home, with emphasis placed on the analysis of behaviour problems, and methods of teaching alternative pro-social and adaptive behaviours.[2154] Alternative "systems" in institutions were discussed.[2155] Training also focused on behavioural intervention which involved examination of issues relating to the withdrawal of basic rights of children.[2156] Personality testing, the nature of emotional disturbance, classifying "disturbed" behaviour, report writing, and the use of time out and secure facilities.[2157]

In 1980 there was no regular staff training at Fareham, but the Principal who recently attended a "Training for Trainers" course, was planning to institute a block programme for five days.[2158] This programme was to receive "input" by R.S.T.S staff and staff were to spend two days in the Masterton office accompanying Social Workers in their visiting.[2159] According to the Inspectors Miss Worfolk was committed to training and was encouraging staff to attend in-service training courses, which several had done.[2160]

In 1980 the Inspectors noted that there were no staff training record cards and suggested to the Principal that these be set up and that they should show a record of each staff member's academic qualifications and of all courses attended.[2161]

Manuals

In 1975 the Principal, Assistant Principal and Clerk were given desk files to help them with day to day procedures. A visit revealed the files were barely referred to.[2162]

According to the 1980 Inspection Report copies of the Residential Social Workers Manual were held at Fareham but there were no copies of the Public Service Manual

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[2150] Annual Report 1974, Fareham Reports 2005035542, p2.
[2151] Annual Report 1974, Fareham Reports 2005035542, p2.
[2152] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p1.
[2153] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p1.
[2154] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p1.
[2155] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p1.
[2156] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p2.
[2157] Report on Staff Training Programme held at Fareham House 14/15/16 May 1979, JC Watson, Principal, Girls Home Palmerston North, 20/05/79, Fareham Staffing, p2.
[2158] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2159] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2160] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2161] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2162] Memo, JG Elliott, Director of Department of Social Welfare to Director-General of Social Welfare, 07/08/75, Fareham Staffing 2005035542, p1.

or the Code of Working Conditions. The Inspectors believed it was desirable that these were held at Fareham too.[2163]

The 1980 Inspectors noted that the Fareham Manual, while useful, needed to be updated.[2164] The Principal was unsatisfied with the internal staff training.[2165] There was a week of staff training which was attended by RSTS staff.[2166] Some staff attended departmental courses.[2167]

Schooling

At an unknown date, possibly in the mid 1960s, it was reported that originally children who attended the school were of Primary School ability level, however many of the children attending when the report was written were capable of working at a secondary school level.[2168] The Senior Teacher recommended the use of Correspondence School for all third and fourth form pupils, as well as some others,[2169] believing that this, together with allowing children to attend an outside college would lighten the burden regarding catering for a full programme.[2170] Sutherland identified benefits in favour of sending suitable children to Kuranui College.[2171]

In 1966 the Principal reported that school hours were extended to 3.30pm to incorporate a one hour rest period at lunch time.[2172] During this period teachers gave individual tutoring.[2173] It was ensured that a child missed only one rest period in a week to participate in this programme.[2174]

The Senior Teacher said in 1969 that "we are committed by policy to a continual turnover, which fluctuates between 60% and 80% per year, causing conflict with regard to total purpose".[2175] He believed if Fareham was to operate as a home substitute situation, it was unnatural to remove children from this setting soon after they have begun to appreciate it and stabilised.[2176] The Principal believed the school was running efficiently.[2177]

In 1970 the Principal believed that the school was equipped to take girls through to a high degree of academic achievement.[2178] Girls wore uniforms.[2179]

[2163] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p6.
[2164] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p6.
[2165] Annual Report 1980, Fareham Reports 2005035542, p2.
[2166] Annual Report 1980, Fareham Reports 2005035542, p2.
[2167] Annual Report 1980, Fareham Reports 2005035542, p3.
[2168] Report, EG Sutherland(?), Fareham Health 2005035542.
[2169] Report, EG Sutherland(?), Fareham Health 2005035542.
[2170] Report, EG Sutherland(?), Fareham Health 2005035542.
[2171] Report, EG Sutherland(?), Fareham Health 2005035542.
[2172] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542.
[2173] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542.
[2174] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542.
[2175] Annual Report 1969, Fareham Reports 2005035542.
[2176] Annual Report 1969, Fareham Reports 2005035542.
[2177] Annual Report 1969, Fareham Reports 2005035542, p4.
[2178] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[2179] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.

Around 1971 all girls at Fareham attended school full time.[2180] Classes were small and there was a manual training room for cooking and sewing classes.[2181]

In 1971 programmes of work were thoughtfully devised and routines were in operation which gave security to disturbed girls, according to the Principal.[2182] The 1971 Inspector Supervising Special Education felt that it was an appropriate time to review the school scheme and to restate aims, policy statements and programmes suitable to present requirements and conditions at the school.[2183] The Inspector suggested alterations to the reading and language programmes.[2184] The school asked the DCWO to purchase reading material in response.[2185]

In 1971 an Inspector noted that under the guidance of Mr K J Munro, Senior Teacher, the school was fulfilling an important role in the rehabilitation of delinquent girls and the tone of the school was satisfactory.[2186]

In 1975 the Senior Teacher supported a teacher's request for funding to run an Outdoor Education programme for a class of twelve which he believed would benefit the girls in many ways which he outlined.

In 1976 Doctor AG Frazer believed that a considerable number of Fareham children were several years retarded in their reading and other subjects and that this was "a function of the social depravation rather than in their basic intelligence".[2187]

In 1977 the Senior Teacher asked the Director General for authority to take his class on an eleven day educational trip to a marae in Northland.[2188] The Principal recommended approval be given.[2189]

The 1977 Inspectors noted that there was a close relationship between school and institution and were impressed by the resident's enthusiasm towards their homework.[2190]

In 1977 Fareham made applications for school exemptions if there were exceptional circumstances justifying it.[2191] There was a sex education programme that ran in conjunction with the visiting district nurse.[2192]

In 1979 the Head Teacher reported that learning and teaching were difficult because of distractions provided by the domestic upheavals of the time, and that school programmes appeared to break down.[2193] Despite this the school provided a stable environment for the girls, according to him.[2194]

[2180] Fareham Guide for Girls, Fareham Profile 2005035542.
[2181] Fareham Guide for Girls, Fareham Profile 2005035542.
[2182] Report on Fareham House School, AQ Bruce, Inspector, 28/06/71, Fareham Reports 2005035542.
[2183] Report on Fareham House School, AQ Bruce, Inspector, 28/06/71, Fareham Reports 2005035542.
[2184] Letter, Illegible, Senior Teacher, R B Kildey, Principal to District Child Welfare Officer, Fareham School, 2005005603.
[2185] Letter, Illegible, Senior Teacher, R B Kildey, Principal to District Child Welfare Officer, Fareham School, 2005005603.
[2186] Report on Fareham House School, AQ Bruce, Inspector, 28/06/71, Fareham Reports 2005035542.
[2187] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p2.
[2188] Letter, PP Heath, Senior Teacher to G Dawber, Principal, 17/03/77, Fareham School 5005035542.
[2189] Memo, GA Dawber, Principal to Director General, 17/03/77, Fareham School 5005035542.
[2190] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p3.
[2191] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p3.
[2192] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p3.
[2193] Annual Report 1979, Fareham Reports 2005035542.
[2194] Annual Report 1979, Fareham Reports 2005035542.

There was a radical change in the school programme in 1979. It was individualised because of the different levels of ability in the school.[2195] It became very structured but with enough fluidity of choice for independent students not to feel restricted. A system of points leading to incentives was introduced.[2196] The aim of the programme was that each student would come to value their studies, and to some extent the Head Teacher believed this was occurring.[2197] There were no exams or tests unless requested, except for assessment testing.[2198] Emphasis was on effort made rather than cleverness.[2199]

There was a Domestic Science programme in 1979 that included cooking and sewing.[2200] A system of 5 off-site outings was organised which related to schoolwork, including Kokiri Marae and Parliament.[2201] Three visitors, including an actress visited the school.[2202] A study group went to Kokiri Marae weekly, and many girls voluntarily attended daily Maori language classes.[2203]

One person thought in 1980 that the school was unable to cope with bright children.[2204] The school situation was geared for the primary and intermediate level only and the commentator thought there should be a definitive cut off point in ages of children being accepted for Fareham.[2205]

In 1980 the daily programme was that of a normal school for average students and remedial for slow students - with the difference being a slower pace and more individual counselling for remedial students.[2206] The Head Teacher believed that as a result there was a notable increase in the standard of study and commented that a large group of girls was returning in 1981 because they want to rather than because they had to.[2207]

By combining a set programme with a freedom of presentation and expression of study any girls discovered a new strength, for example cartooning, poetry, craftwork and artwork – according to the Head Teacher.[2208] Language, maths, science, home economics and art were taught in 1980.[2209]

School Staffing

In March 1965 there was one assistant teacher but no Head Teacher.[2210]

Because of the continuous staff shortage in 1966 DG Reilly considered it more important that the two teachers should work after school each taking a group of children, rather than with individuals in the middle of the day, during the rest period

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[2195] Annual Report 1979, Fareham Reports 2005035542.
[2196] Annual Report 1979, Fareham Reports 2005035542.
[2197] Annual Report 1979, Fareham Reports 2005035542.
[2198] Annual Report 1979, Fareham Reports 2005035542.
[2199] Annual Report 1979, Fareham Reports 2005035542.
[2200] Annual Report 1979, Fareham Reports 2005035542.
[2201] Annual Report 1979, Fareham Reports 2005035542.
[2202] Annual Report 1979, Fareham Reports 2005035542.
[2203] Annual Report 1979, Fareham Reports 2005035542.
[2204] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2205] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2206] Annual Report 1980, Fareham Reports 2005035542.
[2207] Annual Report 1980, Fareham Reports 2005035542.
[2208] Annual Report 1980, Fareham Reports 2005035542.
[2209] Annual Report 1980, Fareham Reports 2005035542.
[2210] Circular Memorandum 1965/22, 17/03/65, Fareham Staff, F5000005774764.

as this would relieve the Principal and Assistant Principal of some of their burdens.[2211]

In 1969 the Senior Teacher said that staffing was stable.[2212] although a reliever was filling a position which, although advertised, had not been filled since 1968.[2213] The Principal believed it was likely that a new school house would attract a permanent Assistant Master.[2214]

Because of the large proportion of Fareham "graduates" that were committed to mental hospital a strong case was made for an additional full-time assistant in 1968, according to the Senior Teacher, who in late 1969 was waiting on official recognition of this.[2215] According to the Senior Teacher, data about the proportion of "graduates" committed to mental hospital was not permitted to be included in the case made for the extra teacher, because the Principal regarded it as "classified information".[2216] The Senior Teacher believed that if Fareham was to continue in its present capacity, "adequate provision including staffing, staff training and direct expert professional oversight" was necesary.[2217]

The Senior Teacher believed that if the criticisms he made concerning the degree of disturbance of admissions, the programme and staff and expert oversight issues were not rectified the continual stress on staff could not fail to take its toll.[2218]

In 1970 there were two experienced teachers.[2219]

In 1971 the Inspector reported that it was not possible to fill the permanent assistant's position for considerable time and that an uncertified teacher, who was soon to resign, had given good service for over two years.[2220]

In 1971 the school was an integral part of the institution, according to the Inspector, who believed full co-operation and communication between both sides of it was essential. Thus he recommended that staff meeting minutes be supplied to the school; that progress reviews of pupils would be more effective when the school was represented in the discussion, that decisions regarding school placement to Kuranui College or other schools or institutions always be the subject of consultation between the Principal and Senior Teacher; that regular time each week, separate from the meetings with all institution staff, for Principal and Senior Teacher to discuss policy and administrative matters.[2221]

In 1972 the Director General gave approval for the teachers to be employed for extra supervisory duties for up to six hours per week.[2222] The same year an Inspector stated that two new teachers including the senior teachers started and that they found it difficult to gain control.[2223] There were three teachers in total – one was

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[2211] Memo, DG Reilly to Mr Anderson, 10/03/66, Fareham Reports 2005035542, p1.
[2212] Annual Report 1969, Fareham Reports 2005035542.
[2213] Annual Report 1969, Fareham Reports 2005035542, p4.
[2214] Annual Report 1969, Fareham Reports 2005035542, p4.
[2215] Annual Report 1969, Fareham Reports 2005035542.
[2216] Annual Report 1969, Fareham Reports 2005035542.
[2217] Annual Report 1969, Fareham Reports 2005035542.
[2218] Annual Report 1969, Fareham Reports 2005035542.
[2219] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[2220] Report on Fareham House School, AQ Bruce, Inspector, 28/06/71, Fareham Reports 2005035542.
[2221] Report on Fareham House School, AQ Bruce, Inspector, 28/06/71, Fareham Reports 2005035542.
[2222] Memo, P Bygate, for Director-General to Principal, Fareham, 12/04/72, Fareham Staffing 2006005603.
[2223] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, 08/03/72, Fareham Staffing 2005035542, p3.

there mistakenly and was to leave soon.[2224] That year the Principal invited a teacher to do extra supervisory duties, which would involve him taking pottery classes, which the Inspector believed would be very helpful to the girls.[2225]

In 1973 the Inspector reported that all girls attended school, and that because of the absence of a second teacher, the roll was kept to 12 students.[2226] According to the Inspector the Senior Teacher was very dissatisfied with what he was able to achieve in this year.[2227] It was hoped that a second teacher would start in the third term.[2228]

The 1973 Inspector said Mr Murdock, Senior Teacher, was an experienced teacher of disturbed children and a social worker and got the impression he was well in command of his job.[2229] In this year there was one teacher at the school.[2230]

While the Institution was closed during 1973 both teaching positions were vacant.[2231] Difficulty was encountered in trying to fill one of these positions.[2232]

In 1974 there was a part time Home Science Teacher, and approval was received to extend the time given to cooking and sewing.[2233] In 1974 it was necessary to restrict admissions because trouble was being experienced finding a teaching vacancy.[2234] A second teacher was hired that year.[2235]

Staffing ratio was 1:12 in 1975 and a third teacher was unlikely to be approved for a considerable amount of time.[2236] The Principal requested authority to hire a second reliever as staff had accumulated a lot of annual leave which could lead to a shortage of staff if they chose to take it at once.[2237]

In 1975 the Senior Teacher recommended that it would be best for everyone if the roll was limited to 18 first term for the benefit of the recently appointed Assistant Teacher. This would also enable both teachers to visit other institutions and would allow them to develop the programme in light of the work being done in other institutions.[2238]

In 1976 Doctor AG Frazer noted that the teachers were under pressure to provide remedial schooling and believed there was an urgent need to employ a part-time remedial teacher.[2239] A visitor who visited Fareham on 21/09/77 reported that the senior teacher and the Principal felt an extra teacher was needed. [2240]

[2224] Note for file, P Bygate, Inspector to Mr Anderson, Mr Reilly, Miss Feist, Miss Goldsbury, 08/03/72, Fareham Staffing 2005035542, p3.
[2225] Minute sheet, P Bygate, Inspector to Mr Reilly, 30/03/72, Fareham Staffing 2005035542, p3.
[2226] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p2.
[2227] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p2.
[2228] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p2.
[2229] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p3.
[2230] Letter, AQ Bruce, Inspector (Special Education) to Director General, 18/07/73, Fareham Profile
[2231] Report to the Minister of Social Welfare, Fareham House, 15/06/73, Fareham Profile 2005035542.
[2232] Minute sheet, A Peek, Inspector to Mr Reilly, Fareham Staffing 2005035542.
[2233] Annual Report 1974, Fareham Reports 2005035542, p4.
[2234] Memo, PJ Scahill, Principal to Director General, 01/02/74, Fareham School 2005035542.
[2235] Annual Report 1974, Fareham Reports 2005035542, p4.
[2236] Minute sheet, Additional Classrooms, 13/06/76, Fareham Profile 2006005604.
[2237] Letter, GA Dawber, Principal to Director, 21/02/78, Fareham Staffing 2005035542.
[2238] Memo, WT Murdock, Senior Teacher to Principal, Fareham, Fareham Admissions 2005035541.
[2239] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p2.
[2240] Minute Sheet, Fareham House, illegible to Mr Ball, visit 21 September 1977, Fareham Reports 2005035542.

Doctor Frazer expressed concern in 1977 that the school was not catering for the girls remedial education needs and believed the school needed a part time remedial teacher.[2241] "However, the Principal had been told by Len Silcock that Fareham would not get any more hours. A staff member suggested "we" should pursue this and do something "ourselves" in terms of after school coaching who wish it under CAA.[2242]

In 1977 there were two teachers and between eight and 12 students in each class.[2243]

In 1980 two staff left the senior teacher position after experiencing difficulty with it, resulting in there being a shortage of staff for a portion of the year.[2244] According to the 1980 Inspection report, the Senior Teacher position was vacant for six months and because no other teaching staff were available, it was necessary for house staff to assist in the classroom.[2245] In the School Report for 1980 it was noted that this, combined with problems experienced in terms one and two disrupted many girls' daily programme.[2246]

During 1980 staffing changed by almost 25 percent, which had little effect on the residents, according to the Principal.[2247] Appointments took at least four months to fill which meant relievers had to be hired.[2248]

According to staff in 1980 liaison between home and school improved with the recent senior staff changes.[2249] The Senior Teacher met regularly with the Principal each morning, and afternoon if necessary.[2250] Casework plans for a girl's schooling, prepared 6 weeks after admission by teaching staff, were shared with House staff.[2251]

In this year the Director of Residential services said that Fareham had been "dogged" by inadequate teaching staff.[2252] It was commented in 1980 that none of the teaching staff at Fareham had additional qualifications or training in specialised education[2253] and that the history of teaching at Fareham was an absolute disgrace.[2254]

Both teaching positions were expected to be vacant from the beginning of 1981.[2255]

[2241] Minute Sheet, Re Inspection Report – Fareham, A Frazer to M T Ball, 22/07/77, Fareham Reports 200503558.
[2242] Minute Sheet, Fareham House, illegible to Mr Ball, visit 21 September 1977, Fareham Reports 2005035542.
[2243] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p2.
[2244] Annual Report 1980, Fareham Reports 2005035542, p2.
[2245] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2246] Annual Report 1980, Fareham Reports 2005035542.
[2247] Annual Report 1980, Fareham Reports 2005035542, p2.
[2248] Annual Report 1980, Fareham Reports 2005035542, p2.
[2249] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2250] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2251] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2252] Memo, Illegible, Director Residential Services to Mr Lucas, D.D.SW (ops), 05/11/80, Fareham Staffing 2005035542.
[2253] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2254] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2255] Memo, SJ Callahan, Director-General to Minister of Social Welfare, 10/12/80, Fareham Profile 2005035542, p2.

Local Schools

In 1969 some residents were sent to the local college for their schooling as an intermediate step to final discharge,[2256] remaining there until their discharge with some continuing to attend from the Carterton Family Home.[2257] The Principal reported that these girls made considerable gains because of this and that it helped them readjust to the community.[2258]

In 1970 some girls attended Kuranui College and fitted in very well, according to the Principal.[2259] He believed a major advantage of this was the social experience that girls gained.[2260] In 1977 inmates went to outside schools if it was felt necessary as part of their training and rehabilitation.[2261]

In 1980 after a long break two girls were successfully placed in other schools, according to the School Report.[2262] The 1980 Inspection Report noted that there were no girls attending school in the Community.[2263] This was because the local secondary school, Kuranui College was not considered suitable for Fareham girls, and because there were negative attitudes to Fareham Girls there and because of gang activity there.[2264]

Absconding

In contrast to other institutions, there is little on file about absconding from Fareham.

In 1969 there were two overnight abscondings.[2265] One incident involved three girls and the other involved five.[2266]

In 1974 Principal Goldsbury reported that "the influence of the hard core contributed largely to abscondings".[2267] In 1974 there were six incidents of abscondings involving eight girls.[2268]

In 1979 there were 45 absconders, and in 1980 there were 17.[2269]

In 1980 the Principal reported that abscondings did not pose much of a problem and that during this year there were eight abscondings involving three girls. The Principal found it problematic that on seven occasions girls did not return from home leave.[2270]

[2256] Annual Report 1969, Fareham Reports 2005035542, p1.
[2257] Annual Report 1969, Fareham Reports 2005035542, p1.
[2258] Annual Report 1969, Fareham Reports 2005035542, p4.
[2259] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[2260] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[2261] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p2.
[2262] Annual Report 1980, Fareham Reports 2005035542.
[2263] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2264] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p2.
[2265] Annual Report 1969, Fareham Reports 2005035542, p4.
[2266] Annual Report 1969, Fareham Reports 2005035542, p4.
[2267] Annual Report 1974, Fareham Reports 2005035542, p2.
[2268] Annual Report 1974, Fareham Reports 2005035542, p2.
[2269] Table of Absconders, Fareham Absconding F500000238841.
[2270] Annual Report 1980, Fareham Reports 2005035542, p1.

Secure care

There was no secure unit in 1964 but by 1969 there was a secure lockable room. In 1969 the provision of a second secure room was not approved because of safety concerns.[2271] The Principal was not especially concerned as he was finding less need for a second lockable room, and although the present isolation room was expected to be lost, he did not feel its loss would have any effect.[2272]

In 1969 there is reference to a girl being placed in the secure room more than once as punishment, and of being placed in the isolation room.[2273]

In 1973 an Inspector reported that the Principal said he rarely used the main secure room and had turned a room formerly used as a lock-up into a single bedroom for a girl in the highest privilege group.[2274]

In 1978 the Principal reported that although officially there were no secure or time-out facilities at Fareham, there was a room which was designed for that purpose.[2275] He reported that occasionally the room had to be used as a "time-out" facility for girls who had lost control of their emotions temporarily or whose behaviour towards other members of the group was unacceptable, or who had been picked up after absconding and no other means of immediate control had been successful.[2276] Girls spent between fifteen minutes to four hours in this facility.[2277] A national office staff member visited Fareham in late 1978 to discuss the use of secure care.[2278]

Standard rules for using the time-out room were that the door was not to be locked if there was only one staff member in the building, that the Principal or Assistant Principal be notified immediately, that all items that a girl could use to cause harm be removed from her before entry, that the girl be checked every 15 to 30 minutes with an entry made in the Daily operations book.[2279] Another rule was that the girl was to be seen as soon as practical by an experienced officer to try and work through the incident.[2280]

In late 1978 the services of the time out room were put to greater use than usual. In response to this the Principal brought on an extra staff member.[2281] The Principal felt this was a more applicable punishment in these cases than being placed in Miramar secure and it appeared to have the desired effect.[2282]

In late 1978, an unknown commentator told the Principal that he had seen a Head Office direction in writing that girls were not to be held in the secure room, and had sent a copy of it to a previous principal.[2283]

[2271] Letter, HW Sayers, Regional Superintendent of Education, Fareham Profile 2006005603.
[2272] Memo, CC Chibnall, Principal to Superintendent, 07/11/69, Fareham Profile 2006005603, p1.
[2273] Memo, CC Chibnall, Principal to Superintendent, 10/12/69, Fareham Incidents 2005035542, p1.
[2274] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p3.
[2275] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2276] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2277] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2278] Note, Illegible for Director General to Principal, Fareham, 24/11/78 on memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2279] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2280] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2281] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2282] Memo, GA Dawber, Principal to Director General, 25/10/78, Fareham Secure 2005035542.
[2283] Memo, illegible to Mr Ball, 03/11/78, Fareham Secure 2005035542.

In 1979 the Acting Principal reported that "the lack of 'timeout' facilities at Fareham has always been detrimental to carrying out the task for caring for our type of disturbed girl".[2284]

In 1979 it was proposed that where a girl from Fareham was transferred to Miramar for "time out" (which would normally be in the secure unit) the period was not normally to exceed four days.[2285] If the girl was still at Miramar after four days the Principals would discuss the matter and decide on return. It was proposed that if there was a good reason why the girl should not return to Fareham there was a procedure that the Principals needed to follow.[2286] In response to the proposals the Director commented that he would expect to be consulted before any "time out" transfer was made.[2287]

In 1979 the use of secure was far more extensive than expected.[2288] One girl complained that she had been in the secure room for one week, and another girl complained she had been there for three days.[2289]

In 1980 there was no secure area, but there was a time out room.[2290] According to the Principal, children were seldom locked in the room, rather were placed there on trust.[2291] Children so disturbed that they needed to be locked were checked quarter hourly and were unlocked as soon as they were settled.[2292] In 1980 Fareham used the secure unit at Miramar twice.[2293] The Principal reported that a new time out room was desperately needed. [2294]

Discipline

The clearance of a build up of long staying inmates in 1969 gave greater opportunity to others and weakened the static nature of the group, which gave rise to some control and discipline problems, according to the Principal.[2295]

In 1970 the Matron was concerned at the lack of discipline, and that as a result residents verbally abused female staff, which the Principal told staff they were paid to take.[2296] A newspaper reported that as a method of correction misbehaving girls could be put on extra duties around the home, such as polishing or scrubbing the

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[2284] Memo, JM Hough, Acting Principal to Director-General, 09/04/79, Fareham Secure 2005035542.
[2285] Memo, JD Scott, for Director-General to The Director and Principal, Fareham, 15/05/79, Fareham Secure 205035542, p1.
[2286] Memo, JD Scott, for Director-General to The Director and Principal, Fareham, 15/05/79, Fareham Secure 205035542, p1.
[2287] Memo, JB Gourley, Director to Director-General, 25/05/79, Fareham Secure 2005035542.
[2288] Memo, illegible to Mr Lucas, 26/02/79, Fareham Incidents 2005035542, p5.
[2289] Memo, illegible to Mr Lucas, 26/02/79, Fareham Incidents 2005035542, p5.
[2290] Annual Report 1980, Fareham Reports 2005035542, p1.
[2291] Annual Report 1980, Fareham Reports 2005035542, p1.
[2292] Annual Report 1980, Fareham Reports 2005035542, p1.
[2293] Annual Report 1980, Fareham Reports 2005035542, p1.
[2294] Annual Report 1980, Fareham Reports 2005035542, p1.
[2295] Annual Report 1969, Fareham Reports 2005035542, p4.
[2296] Minute sheet, Feist, 26/08/71, Fareham Staffing 2005035542.

floors or not allowing them to watch television.[2297] On the other hand, a girl deserving extra privileges could be given a special type of job.[2298]

In 1970 a DCWO reported that when girls from Fareham entered a Family Home they seemed unable to appreciate the relative leniency that they received in the Home following misdemeanours compared with the expected punishments they received at Fareham.[2299]

In [redacted] some money belonging to a teacher went missing. [redacted] cancelled a camp and other privileges in response.[2300] The Inspector believed this contributed to a state of unrest which precipitated an absconding and the trouble encountered by [redacted].[2301]

In 1974 Goldsbury stated that the system of punishment in operation concerned him and that the Progress Board, though helpful to those who conformed and desired to make progress, was not meaningful to other residents.[2302] He believed that the needs of each girl must be considered more and staff encouraged to regard each girl as an individual needing special help.[2303]

In [redacted] the Principal stated that "shut your mouth" was a common form of speech used by staff.[2304]

Physical punishment

In [redacted] girls alleged that staff hit them, and that the Principal, [redacted] was an "important offender in this respect".[2305]

The Inspection Report of 1980 noted that corporal punishment was not administered.[2306]

Drugs, alcohol, and tattoos

In 1969 the Senior Teacher expressed his concern over comparatively untrained and inexperienced staff and the blanket use of drug therapy. The Principal disagreed, believing that "the use of 'Nydrane' as a control for Temporal Lobe Epilepsy as diagnosed in so many of our girls, is extremely beneficial in helping re-

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[2297] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.

[2298] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.

[2299] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p3.

[redacted]

[2302] Annual Report 1974, Fareham Reports, 2005035542, p2.

[2303] Annual Report 1974, Fareham Reports 2005035542, p2.

[redacted]

[2306] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p5.

adjustment"[2307], but did agree that prior Psychiatric investigation would give a fuller understanding of new admissions.[2308]

In 1979 a group of girls were caught sniffing petrol.[2309] A locking petrol cap was ordered to stop girls from getting access to the car they got the petrol from.[2310]

An unknown author commented in 1980 that a number of girls had tattoos.[2311] It is not recorded whether there was an active policy of discouraging tattooing or instant removal and had seen a girl with multiple tattoos on her face and arms which had been placed on her while she was at Fareham.[2312]

Smoking

In 1972 the Matron reported that girls were frequently found smoking and that staff did not know how they got cigarettes.[2313]In 1973 the Inspector reported that the Principal had forbidden smoking, which residents were doing openly when he arrived.[2314]

In 1973 Mr Scahill, shortly after becoming Principal expressed concern about the amount of smoking residents indulged in.[2315] He believed that the girls were so bored from the lack of a constructive programme that they smoked and that this was regarded as a normal part of daily living, despite the fact most were under 15.[2316] They obtained cigarettes by leaving Fareham at night and collecting butts from the railway station.[2317]

In 1973 Mr Kildey reported that while he was Principal most girls smoked heavily prior to admission, and he found it impossible to stop them.[2318]

In 1977 smoking was not allowed[2319]

[2307] Annual Report 1969, Fareham Reports 2005035542, p4.
[2308] Annual Report 1969, Fareham Reports 2005035542, p4.
[2309] Memo, M Bannister, Assistant RSW, to Principal, 25/02/1979, Fareham Drugs and Smoking, 2005035542, p2.
[2310] Memo, M Bannister, Assistant RSW, to Principal, 25/02/1979, Fareham Drugs and Smoking, 2005035542, p2.
[2311] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p1.
[2312] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p1.
[2313] Minute sheet, Feist, 26/08/71, Fareham Staffing 2005035542.
[2314] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p3.
[2315] Notes for File, DG Reilly, Assistant Director (Institutional Services), 15/03/73, Fareham Staffing 2005035542, p1.
[2316] Notes for File, DG Reilly, Assistant Director (Institutional Services), 15/03/73, Fareham Staffing 2005035542, p1.
[2317] Notes for File, DG Reilly, Assistant Director (Institutional Services), 15/03/73, Fareham Staffing 2005035542, p1.
[2318] Letter, RB Kildey, Senior Social Worker to Director General, 27/04/73, Fareham Staffing 2005035542, p3.
[2319] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p2.

Contact with field social workers

In 1966 the Principal told K Hayes (for Superintendent) that there were difficulties with the lines of communication between Fareham, the District Office and Head Office.[2320]
DG Reilly stated that the Principal was encouraged to work with the DCWO, Masterton, and with Mr Hayes, Inspector, over other matters that the Principal thought were serious enough to be reported personally to Mr Reilly.[2321]

In 1969 the Principal commented that the fact of divided administrative control provided opportunity for friction, but that the most cordial relationships were maintained with the Masterton District Officer, who continually gave his support and help, and his staff.[2322] The Principal was grateful for the guidance and counselling of senior Head Office Staff.[2323]

In a circular memo in [redacted] (position unknown) reported that in his first Annual Report to him [redacted] said that since assuming the role of Principal he had been appalled at the lack of knowledge and appreciation of Fareham that was evident among field staff, including senior officers.[2324] [redacted] believed this was inexcusable.[2325] [redacted] noted that a previous Fareham principal commented that girls were entering Fareham believing it was a farm where they could ride horses.[2326] A circular instruction was sent out to ensure children were not given an unduly rosy picture of what they were going to.[2327] [redacted] asked that there be no further grounds for complaint.[2328]

In 1974 there were visits from Institutional Officers.[2329]

The 1980 Inspection Report noted that District liaison with Fareham was variable.[2330] Of concern to the Principal was the lack of personal communications received by girls from their district Social Workers and advice being sent to them about who their Social Worker would be in the district on their discharge.[2331] The Principal noted that several social workers had visited and was pleased that they had remembered their girls.[2332]

[2320] Report, K Hayes (for Superintendent) to the Superintendent, 02/03/66, Fareham Reports 2005035542, p2.
[2321] Memo, DG Reilly to Mr Anderson, 10/03/66, Fareham Reports 2005035542, p1.
[2322] Annual Report 1969, Fareham Reports 2005035542, p2.
[2323] Annual Report 1969, Fareham Reports 2005035542, p3.

[redacted]

[2329] Annual Report 1974, Fareham Reports 2005035542, p2.
[2330] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2331] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2332] Annual Report 1980, Fareham Reports 2005035542, p4.

Contact with community

In 1966 the Principal suggested to the Superintendent that a local Citizens' Committee (comprised of local citizens) be formed.[2333] He envisaged that the Committee would meet every six months with the Principal to discuss the activities of Fareham and that support from the community could be solicited where necessary. He imagined that the Community would be free to make recommendations.[2334] A meeting of representatives of the church, Borough Council, business and sports bodies convened at an unknown time, approximately around 1966 by Mr Bell, Principal considered setting up a committee to act as liaison between the house and public.[2335]

In 1966 the Principal was working with church groups towards having locals take girls to church.[2336]

Fareham held Visitors Days every year between 1967 and 1970 which district officers and community members were invited to.[2337]

In 1969 residents participated in the Featherston Athletic and Basketball Clubs.[2338] The Principal reported that girls made regular church attendances each Sunday at their own churches, and that Ministers attended Fareham for weekly religious instruction.[2339] According to the Principal "local women folk as "Birthday Mothers" have continued to visit girls assigned to them and with some, have taken them home for meals".[2340] The Principal reported that the much admired concert party had to go into recess "because of the more talented members' graduation, and the fact that there was some 'over exposure' in the district". The Principal reported that Fareham entertained a convention at the Tauherenikau Racecourse one weekend and that the Saint Johns Ambulance Brigade continued to instruct the girls.[2341]

In 1970 staff members reported a gradual withdrawal of the residents from the community as pictures and Church services were held within the Institution, which was possibly having an effect on their attitude, according to a DCWO.[2342]

Around 1971 if a girl's progress was good enough it was sometimes possible for girls to be transferred to the Family Home at Carterton.[2343] Sometimes girls spent time at the Home depending on their progress before returning to their own district for placement.[2344] While in the Family Home girls were under the charge of the District Child Welfare Officer.[2345]

[2333] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542.
[2334] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542.
[2335] Newspaper article, "Fareham House Committee", Farehame Profile 2005035542.
[2336] Letter, R Bell, Principal to the Superintendent 18/02/66, Fareham Reports 2005035542.
[2337] Memo, R Bell, Principal to the Superintendent 03/11/67, Fareham Contact with Community 2005035542; Memo, R Bell, Principal to DCWOs, 19/11/68, Fareham Contact with Community F5000000633723; Memo, RB Kildey to DCWOs, 09/11/70, Fareham Contact with Social Workers F500000633723.
[2338] Annual Report 1969, Fareham Reports 2005035542, p4.
[2339] Annual Report 1969, Fareham Reports 2005035542, p4.
[2340] Annual Report 1969, Fareham Reports 2005035542, p4.
[2341] Annual Report 1969, Fareham Reports 2005035542, p4.
[2342] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p3.
[2343] Fareham Guide for Girls, Fareham Profile 2005035542.
[2344] Fareham Guide for Girls, Fareham Profile 2005035542.
[2345] Fareham Guide for Girls, Fareham Profile 2005035542.

In 1973 the Inspector reported that the Principal had been trying to encourage people from the community to take an interest in the residents.[2346] A Minister had become a regular visitor, and one girl was taken out by a family belonging to her church.[2347] Girls attended their own churches on Sunday.[2348]

The Inspector reported that in 1974 the most was made of every opportunity to participate in activities away from the institution and that the new minibus enabled more children to be taken out.[2349]

In 1974 student nurses visited, and elderly people from Wharekaka Home were entertained at Fareham for afternoon tea.[2350] Residents had earlier visited this Home as a community project.[2351] Kindergarten children, their teachers and a number of mothers, and a class from a local school also visited.[2352] Most Sundays all girls attended church, according to the Principal.[2353] A Maori singing group visited twice, and every quarter an Anglican Maori service was conducted.[2354] For the end of year social evening local people who had made worthwhile contact with the school during the year were invited.[2355]

In 1977 the Principal reported that relations with the community had been both good and bad and that he aimed to improve the relationship. To do this Dawber proposed to hold a Garden Fete to fundraise for the building of the Featherston sports stadium.[2356]

In 1977 girls played netball with local teams, and attended "Youth for Christ" activities. Some local groups used Fareham for their meetings and involved the girls in some of these activities, for example, craftwork.[2357] Some girls were members of local gymnastic and swimming clubs, while others were involved with the local business community through the work placement scheme.[2358]

In 1978 the Principal was asked by the local organiser of Community Volunteers whether Fareham could use the services of a volunteer. The Principal believed the service would be valuable and sought the approval of the Director General to give the volunteer free board and lodgings.[2359]

In the late 1970s Fareham was to be part of community action programme.[2360]

In 1980 the relationship between Fareham and the country Teachers Association was re-established.[2361] They included Fareham in their swimming sports and were willing to include Fareham girls form three and below in activities.[2362]

[2346] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[2347] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[2348] Inspection Report, A Peek, 3-4 December 1973, Fareham Reports 200503558, p2.
[2349] Inspection Report, A Peek, 8-9 July 1974, Fareham Reports 200503558, p2.
[2350] Annual Report 1974, Fareham Reports 2005035542, p2.
[2351] Annual Report 1974, Fareham Reports 2005035542, p2.
[2352] Annual Report 1974, Fareham Reports 2005035542, p2.
[2353] Annual Report 1974, Fareham Reports 2005035542, p4.
[2354] Annual Report 1974, Fareham Reports 2005035542, p4.
[2355] Annual Report 1974, Fareham Reports 2005035542, p4.
[2356] Memo, GA Dawber, Principal to Director General, Head Office, 23/06/77, Fareham Contact with Community 2005035542.
[2357] Inspection Report, JB Frost, A Peek, 9 June 1977, Fareham Reports 200503558, p1.
[2358] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p3.
[2359] Memo, GA Dawber, Principal to Director General, Head Office, 22/03/78, Fareham Contact with Community 2005035542.
[2360] Memo, T Ball, Assistant Director Residential Senior, Fareham Staffing 2005035542.
[2361] Annual Report 1980, Fareham Reports 2005035542.

The Inspectors of 1980 noted that although relationships with the local community were unsatisfactory because of the girls' past misdemeanours in the district, the situation was improving with the efforts being made to re-kindle community support and participation in Fareham.[2363]

In 1980 Police would often "pop in" to Fareham. The Principal noted that being serviced by a country station sometimes posed difficult, but if the Police were unavailable, the local Traffic Officer was willing to do what he could.[2364]

In 1980 community involvement was limited as Featherston and Fareham had little to offer each other, in the Principal's opinion.[2365] Some girls took part in the monthly meeting of the Country and Western Club.[2366] One girl was in the tennis club and a netball team took part in local competitions.[2367] Most local organisations held at least one meeting at Fareham.[2368]

In 1980 girls attended discos with Epuni, had a talent quest, and invited the local Country and Western club and had a fancy dress dance.[2369] Local citizens took several girls over the year for weekend leave.[2370]

In 1980 a couple was recommended to care for Fareham girls on some weekends.[2371]

Visiting committees

In August 1966 the first meeting of the Fareham House visiting Committee was held. The committee comprised of community representatives.[2372]

In 1978 the Masterton Visiting Committee visited Fareham and found the inspection favourable.[2373]

The 1980 Inspection Report noted that the Visiting Committee showed little interest in Fareham.[2374] Two members had visited since August 1979.[2375] The Principal believed the committee had not fulfilled their obligations.[2376] The Principal hoped that when a new committee was formed Fareham would have a separate committee to Arbour House and that it consisted of all Featherston citizens.[2377]

[2362] Annual Report 1980, Fareham Reports 2005035542.
[2363] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2364] Annual Report 1980, Fareham Reports 2005035542, p1.
[2365] Annual Report 1980, Fareham Reports 2005035542, p3.
[2366] Annual Report 1980, Fareham Reports 2005035542, p3.
[2367] Annual Report 1980, Fareham Reports 2005035542, p3.
[2368] Annual Report 1980, Fareham Reports 2005035542, p3.
[2369] Annual Report 1980, Fareham Reports 2005035542, p3.
[2370] Annual Report 1980, Fareham Reports 2005035542, p4.
[2371] Memo, Hilary Beard, Social Worker to Principal, Fareham, 15/10/80, Fareham Contact with Community F5000003771116.
[2372] R Bell, Principal to Superintendent, 07/09/66, Fareham Reports 2005035542.
[2373] Memo, K Yule to Director-General, 12/09/78, Fareham Contact with Social Workers 2005035542.
[2374] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2375] Inspection Report, JA Blair, M Todd, 1-9 May 1980, Fareham Reports 2005035538, p3.
[2376] Annual Report 1980, Fareham Reports 2005035542, p4.
[2377] Annual Report 1980, Fareham Reports 2005035542, p4.

Contact with families

A record of mail was kept in 1970.[2378] Around 1971 residents could write to family as they pleased, but had to ask about writing to anyone else. Incoming and outgoing letters were looked at by staff.[2379] Censorship of mail happened in 1977 which inmates were aware of.[2380] At an unknown date Dawber sent a sample of the type of mail sent by girls to Head Office and asked if mail should be censored. [2381] In the late 1970s girls were generally not allowed to use the telephone but were encouraged to write as often as possible.[2382]

Around 1971 family were welcome to visit if they had made arrangements beforehand, and the resident family member was allowed to go out with them if their progress was satisfactory.[2383] Friends were only allowed to visit with the Principal's approval.[2384] In the late 1970s parents and close relations were welcome to visit Fareham[2385] and there was accommodation available for visiting parents[2386] Other visitors were advised to gain permission before arriving.[2387] In 1980 there were few visits from parents.[2388]

In 1960 it was decided that all wards in Training Centres may have "home leave" subject to certain conditions and could be for up to seven days.[2389] Institutions were to have discretion to withhold or delay home leave depending on the ward's progress.[2390]

In 1969 Fareham residents were given an extra two weeks holiday in August each year.[2391] Previously inmates were permitted to visit home during the Christmas and May vacations only. Various reasons in favour of the extended leave were outlined by the Superintendent.[2392] A circular memo announced that home leave would be arranged during August only and that the former alternative of arranging home leave in May no longer applied.[2393]

Dawber thought only deserving girls should go home for holidays.[2394] There was staff resistance to this.[2395]

[2378] "Fareham House – Where Love and Care Thrive", *Wairarapa Times Age*, 18/09/70, Fareham Profile 2005035542.
[2379] Fareham Guide for Girls, Fareham Profile 2005035542.
[2380] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p2.
[2381] Memo, GA Dawber, Principal to J Scott, Head Office, Fareham Contact with Family 2005035542.
[2382] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p1.
[2383] Fareham Guide for Girls, Fareham Profile 2005035542.
[2384] Fareham Guide for Girls, Fareham Profile 2005035542.
[2385] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p2.
[2386] Memo, T Ball, Assistant Director Residential Senior, Fareham Staffing 2005035542.
[2387] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p2.
[2388] Annual Report 1980, Fareham Reports 2005035542, p4.
[2389] Circular Memo 1960/9, Illegible, Superintendent to Principals of Burwood and Fareham, Manager Levin, 21/10/60, Fareham Contact with Family F500000634501, p1.
[2390] Circular Memo 1960/9, Illegible, Superintendent to Principals of Burwood and Fareham, Manager Levin, 21/10/60, Fareham Contact with Family F500000634501, p1.
[2391] Memo, PT Moody, for Superintendent to DCWO, Masterton, 11/07/69, Fareham Contact with Family, 2005035542.
[2392] Memo, L G Anderson, Superintendent to Director-General of Education, 27/06/69, Fareham Contact with Family 2005035542, p1.
[2393] Circular Memo 1969/21, JWK, Contact with Family F500000633723.
[2394] Memo, T Ball, Assistant Director Residential Senior, Fareham Staffing 2005035542.
[2395] Memo, T Ball, Assistant Director Residential Senior, Fareham Staffing 2005035542.

In 1980 Home leave was a very successful and important venture, according to the Principal and was built into the privilege system.[2396]

In 1974 the Principal believed that contact with home and holiday reports from the girls' home districts were very important.[2397]

In 1977 the Principal reported that the subject of a Senior Staff member visiting the girls while they were at home on holiday had been discussed with people at Head Office, and with Social Workers and Directors, with the general consensus of opinion that it is a good idea providing it was done in conjunction with the Social Workers concerned.[2398] Dawber proposed that the Assistant Principal do visitation work during the Christmas vacation and sought the approval of the Director General.[2399] Approval was not given because of the costs involved and because in terms of social worker and institutional liaison the proposal was seen likely to bring confusion and be regarded as an intrusion on the role of the social worker.[2400] The Director General also stated that while it was permissible within defined limits for escorting officers to make contact, with social worker involvement it was not policy for institution staff what Dawber proposed they do.[2401]

In 1977 the Principal reported that Fareham was beginning to look at the "area of Institution/Home involvement during school holiday time".[2402] He said it must be done in conjunction with the social worker concerned.[2403]

Mr Dawber's approach to sending children home for holidays was that Fareham was not a boarding school that observed school holidays, rather, holidays were an earned privilege whereby a girl did not necessarily go home for the holidays or remain there for the full period if there was a breakdown.[2404] In the late 1970s holiday periods were generally spent at home or where the resident would be living on discharge.[2405]

An unknown author commented in 1980 that the Principal had visited some of the home areas of residents and was in constant contact with home districts.[2406]

In 1980 a Senior Residential Advisory Officer believed that from a social work casework viewpoint the removal of girls from their local community was highly undesirable and made it impossible to carry out family therapy and endeavour to integrate the girls back into their local communities.[2407]

[2396] Annual Report 1980, Fareham Reports 2005035542, p4.
[2397] Annual Report 1974, Fareham Reports 2005035542, p4.
[2398] Memo, GA Dawber, Principal to Director General, Fareham Contact with Family, 2005035542.
[2399] Memo, GA Dawber, Principal to Director General, Fareham Contact with Family, 2005035542.
[2400] Note on memo by Illegible for Director General to Principal, Fareham on memo, GA Dawber, Principal to Director General, Fareham Contact with Family, 2005035542.
[2401] Note on memo by Illegible for Director General to Principal, Fareham on memo, GA Dawber, Principal to Director General, Fareham Contact with Family, 2005035542.
[2402] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p4.
[2403] Questionnaire to Principal, Fareham House, 01/09/77, Fareham Profile, 2005035541, p4.
[2404] Minute Sheet, Fareham House, illegible to Mr Ball, visit 21 September 1977, Fareham Reports 2005035542.
[2405] Letter, from Mr G Dawber, Principal to Parents, Fareham Profile F5000002388341, p2.
[2406] Report about Residential Inspectors Meeting 25 September 1980, Illegible, Fareham Reports 2005035542, p2.
[2407] Background Paper Reviewing Residential Operations, Fareham House, NG Stevens, Senior Residential Advisory Officer, 28/10/80, Fareham Reports 2005035542, p3.

Preparation for discharge and after care arrangements

In 1970 it was felt by an Inspector that more attention should be given to planning for the girls release to the Fareham Family Home.[2408] A DCWO felt that there were many times when residents were insufficiently prepared towards a Family Home placement..[2409] The Inspector believed girls needed to be aware of what was required and the changes that she may need to make in adjusting to the new environment.[2410] Mr Kildey, Principal, intended to be more liberal in allowing girls more community activity, thus preparing them for the more permissive attitude in the Family Home.[2411] It was suggested that a trial weekend before placement might be of value.[2412]

In 1976 AG Frazer reported that psychiatrically disturbed children were prematurely discharged from Fareham and were wrongly placed at Fareham.[2413]

In 1980 the Principal reported that pre-discharge programmes had never been started and that with individual girls Fareham endeavoured to provide them with experiences that would equip them to cope with a return to the community, and that this was difficult because of Fareham's location.[2414]

[2408] Note for File, T Ball, Inspector, 04/11/70, Fareham Staffing 2005035542, p2.
[2409] Report, JG Elliott, DCWO to Superintendent, 09/03/70, Fareham Incidents 2005035542, p4.
[2410] Note for File, T Ball, Inspector, 04/11/70, Fareham Staffing 2005035542, p2.
[2411] Note for File, T Ball, Inspector, 04/11/70, Fareham Staffing 2005035542, p2.
[2412] Note for File, T Ball, Inspector, 04/11/70, Fareham Staffing 2005035542, p2.
[2413] Note for Psychiatric File, AG Frazer, 00/10/76, Fareham Health 2005035542, p1.
[2414] Annual Report 1980, Fareham Reports 2005035542, p4.

Chapter 7 Kingslea

Physical description

Kingslea was a national institution located in the Christchurch suburb of Shirley, approximately five kilometres from the city centre.[2415] It was bordered on one side by the Shirley Golf Club, and on the other by Burwood Park.[2416] The land was first used for residential care in 1904 when Te Oranga Home opened as New Zealand's first State Reformatory for girls. The nine acres of land and 42 acres of swamp land were initially leased by the Department of Education. Te Oranga Home closed in 1918 and following renovations, in 1928 the Residence reopened as Girls' Home, Burwood.[2417]

In 1930 a reception cottage, a hall and a clinic were built.[2418] The Slessor wing, a school, the Nightingale unit and a cottage were already on the site, having been used previously.[2419] Helen Keller House was built in 1944.[2420]

In 1945 the name was changed again, to Girls' Training Centre, Christchurch.[2421] Despite the official name change, the Residence continued to be referred to as 'Burwood'.

Mabel Howard House opened in 1947 and was used as a hostel for girls nearing discharge. In 1952 five cells were added to the clinic in recognition of the need for a secure wing.[2422]

The Principal contacted the Superintendent in 1956 to inquire about a lease arrangement for a campsite with possible future purchase rights. The Superintendent agreed to the lease of the camp, but stated that its purchase would

[2415] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2416] "Information about Kingslea", author unknown, date unknown circa 1980s, Kingslea Staffing F5000005628256.
[2417] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 3.
[2418] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 4.
[2419] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, pp 1-2.
[2420] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 10.
[2421] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 5.
[2422] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 5.

depend on what the costs were.[2423] By 1964 the camp was still privately owned but continued to be used by Burwood residents.[2424]

The dormitories in Slessor and Nightingale Houses were divided into cubicles in 1960 to give girls more privacy.[2425] A newspaper article later described these buildings as "prison-like".[2426]

Scottford House opened in 1963.[2427] Initially intended to provide accommodation for 15 girls, the unit was later extended to provide a further three rooms for girls and some additional staff accommodation.[2428] A Technical Arts Unit also opened in 1963 which provided two sewing rooms, a home science room, a handcraft room, a hairdressing room and a canteen.[2429] There was a swimming pool and a trampoline on the grounds by 1965.[2430]

In 1965 the residence was officially named Kingslea. Around this time buildings were moved out to the periphery of the property to create "a central park-like open area". The family home was constructed in 1967, and in 1968 an additional eight cells were added to the secure unit. A new gymnasium was also completed at this time.[2431]

Slessor House and Nightingale House were demolished in 1976. Two new eight-bed hostels, Ida Pedder House and Rene Pedder House, were built in 1980.[2432]

In the 1970s staff member M E Judge wrote of Kingslea: "The buildings, architecturally varied, settle unobtrusively into 27 acres of parkland. Tree fringed lawns sweep from the stepping stone boundary fence up beside the main driveways to the garden beds of the administration building and tennis court, combining a feeling of beauty and spaciousness. Ornamental trees of many origins beautify key points.[2433]" As the grounds were open, there were no high walls or fences around the institution.[2434]

By the late 1970s there were tennis courts and a playing field on the grounds.[2435]

[2423] Memo from Superintendent to Principal, 25/5/56, Kingslea Programmes Archives W5048/376 2006/8589.
[2424] Memo from K J Ford, Principal to Superintendent, 20/3/64, Kingslea Programmes Archives W5048/376 2006/8589.
[2425] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 10.
[2426] "Kingslea – where girls unfairly get a bad name", writer unknown, publication unknown, date unknown circa 1980s, Kingslea Profile, F5000005628256.
[2427] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 5.
[2428] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 10.
[2429] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 11.
[2430] "Sport is part of their training", *The Press*, 4/12/65, Kingslea Programmes Archives W5048/376 2006/8588.
[2431] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 6.
[2432] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 8.
[2433] "An Approach to Treatment", M E Judge, date unknown circa 1970s, Kingslea Profile 2005013475.
[2434] Kingslea", author unknown, date unknown circa 1979, Kingslea Profile 2005013475, p
[2435] Map of Kingslea, date unknown circa late 1970s, Kingslea Profile F021059.

In 1980 Kingslea consisted of Pedder House which had two eight-bed units; Howard House, Scottford House, and Keller House which each had 18 beds; the Family Home which had four beds; and the secure unit which had 13 beds.[2436]

Residents from Strathmore House transferred to Kingslea on 1 April 1980.[2437] (Strathmore House was also known as Christchurch Girls' Home, and was located on Ferry Road, Christchurch.) Alterations and renovations were carried out at this time to prepare the Mabel Howard building for use by its new remand and assessment residents.[2438]

The Kingslea grounds were extended in 1984 with the purchase of an adjacent property.[2439]

Kingslea reopened as the "Kingslea Resource centre" for both boys and girls on 12 September 1988.[2440] At this stage there were 52 beds in the open units and 16 secure beds.[2441] During this year the Christchurch Boys' Home closed and its residents moved to Kingslea. They were housed in Mabel Howard House.[2442]

In the early 1990s the Kingslea campus had a gymnasium, basketball court, swimming pool, tennis court, obstacle course and a sports field.[2443]

Due to reduced numbers of residents from 1988 onwards Kingslea began to lease its buildings to outside organisations.[2444] In 1992 these included agencies such as IHC, Maori Women's Welfare League and YWCA. The Southern Regional Office of NZCYPS was also situated at Kingslea.[2445]

Resident profile

In 1956 most residents were 17 or 18 although the Principal noted that some younger girls were also admitted.[2446]

Prior to 1957 most girls were admitted to the Residence under the care of the Superintendent as 'not under proper control'. After 1957, however, the Principal

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[2436] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, pp 3-4.
[2437] J D Scott for Director General to Regional Superintendent of Education, 7/12/79, Kingslea Education 2005013475. Strathmore House was also known as Christchurch Girls' Home, and was located in Ferry Road, Christchurch.
[2438] Memo from G A Grainger, S.E.O (Buildings) to Divisional Director, Administration, 8/11/79, Kingslea Profile Archive 2005033549. Following the transfer, Mabel Howard House became known as Strathmore House for a short while, but the by 1982 the name was changed back to Mabel Howard in order to maintain the tradition of naming the buildings after prominent women.
[2439] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 5.
[2440] Institution Internal Audit Report, November 1988, Kingslea Reports F007702, p 1.
[2441] "Proposed Study by Human Rights Commission of Department of Social Welfare residential facilities" date unknown circa 1989, Kingslea Admissions F5000004516500, appendix 1.
[2442] J R Rowe for District Commissioner of Works to Building Supervisor, 13/2/87, Kingslea Profile F5000005133876. The Christchurch Boys' Home was also referred to as the Stanmore Road Home.
[2443] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2444] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 9.
[2445] Report to the Hon Roger McClay, Associate Minister of Social Welfare, 22/7/92, Kingslea Reports F5000004081321, p 3.
[2446] "Girls' Training Centre – Interesting Address" writer unknown, newspaper unknown, 17/2/56, Kingslea Profile 2005013472.

remarked that increasing proportions of residents were admitted after appearing before the court for theft, burglary, breaking and entering, and car conversion.[2447]

Following problems that had reportedly occurred with a group of Maori girls in 1962, staff sought advice from a Maori doctor from Ngawhatu Hospital. The Doctor advised that Maori delinquency was no different to any other delinquency but that in institutions where Maori residents amounted to more than six percent "there is a tendency to observe or blame the Maori group more." She explained some cultural problems that could arise, and recommended a Maori club should be formed in order to teach all residents about Maori culture.[2448]

Between 1959 and 1962 there are many references made to the fact that a small percentage of the residents exhibited excessively violent and disturbed behaviour. It was suggested that they were unsuitable for the training offered at Burwood and would have been better catered for elsewhere, such as borstal. A newspaper article at the time stated: "It is easy to sympathise with Mrs Ford and her staff when the ordinary problems of a training centre are aggravated through the activities of unsuitable inmates."[2449]

There were high numbers of Maori residents in 1961.[2450]

In 1963 there was a sharp increase in the number of younger residents admitted with almost half of the girls admitted under the age of 15.[2451]
In 1965 staff were "deeply concerned about the number of extremely difficult and disturbed girls" resident at Kingslea. The Principal stated "tensions are high and the atmosphere explosive".[2452]

In 1968, in response to a letter to the editor of the *Christchurch Star,* the Superintendent commented that Kingslea was a national institution and not a local institution. He wrote: "The girls in residence are from all over the country. They represent a concentration of the most difficult and disturbed adolescent girls in New Zealand, aside from the few who are sent by the Courts to penal institutions, such as Borstal institutions and prisons."[2453]

In 1968 Kingslea would accept up to 100 residents, although a senior staff member stated that she favoured fewer residents in order to allow flexibility and the opportunity to shift girls.[2454] Between 1961 and 1971, numbers of girls in the institution generally sat between approximately 80 and 95. Between 1972 and 1973 numbers dropped to between approximately 60 and 70.[2455]

In 1970 over half the residents were either Maori or Pacific Islanders.[2456]

[2447] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 4.
[2448] Memo from K J Ford, Principal, to Superintendent, 20/2/62, Kingslea Profile F021158/2003028572.
[2449] "Incidents at Burwood Training Centre", author unknown, *The Press*, 10/1/62, Kingslea Incidents F021158/2003028572. For more information on this period see file F021158/2003028572.
[2450] Memo from I F Pedder, Acting Principal to Superintendent, 7/9/61, Kingslea Profile F021158/2003028572.
[2451] "Note on the Situation - Institution" from staff meeting, 17/4/67, Kingslea Admissions F021155.
[2452] Memo from K J Ford, Principal to Superintendent, 23/9/65, Kingslea Staffing F021155.
[2453] Superintendent to Editor, *Christchurch Star*, 3/5/68, Kingslea Profile Archives W50481376 2006/8558.
[2454] "More Trained Staff Needed for Girls' Centre", writer unknown, *The Press*, 11/6/68, Kingslea Staffing Archives W5048/376 2006/8558.
[2455] Memos to Director General, Kingslea Returns of Inmates (Quarterly) file, 1962-1973, F5000002369913. These memos can be found in ringbinder titled 'Burwood'.
[2456] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 3.

There was extreme pressure on accommodation for "difficult girls" in 1970, Kingslea was reported to be overfull and operating a waiting list for new entrants.[2457]

By 1980 Kingslea's capacity had dropped to 76 girls.[2458] In 1979 and 1980 residents aged from 12 to 16, most were either 14 or 15 years old.[2459] By 1981 there were lower numbers of 16 year olds but increasing numbers of 13 year olds.[2460]

In 1980, following the Strathmore transfer, Kingslea operated assessment and remand facilities for Christchurch and contributing districts. The Principal commented that the combination of remand and assessment facilities with extended care treatment facilities was a success, and that the two programmes were "philosophically compatible".[2461] This was the first time the Department had combined remand and assessment facilities with extended care and treatment facilities.[2462] Kingslea provided short term care and assessment facilities for the Christchurch, Blenheim, Nelson and West Coast.[2463]

According to the Principal, approximately 20% of extended care residents in 1980 had been sexually abused by a family member; 10% were adopted; and 33% came from broken families.[2464]

The Principal commented in 1984 that the amount of urgent transfers from Miramar Girls' Home "added an unhelpful dimension to the extended care admission process."[2465] The Residence was full in 1984.[2466]

Between 1981 and 1984 there were approximately 50 new residents admitted each year, this increased to 81 in 1985.[2467] There were approximately 25 residents on the roll in 1986.[2468]

A 1985 newspaper article stated that 53% of Kingslea residents had never been involved in criminal offending but that all girls had severe emotional problems and a high percentage had been sexually abused.[2469]

Principal M E Judge commented in 1985 that girls whose behaviour could not be contained in other Girls' Homes were transferred to Kingslea, with the result being that the Kingslea population became "a much more volatile, acting out group without the balance of other personality profiles to offer a range of models and peer relationships."[2470]

[2457] Memo from A Bulmer for Superintended to all District Child Welfare Officers and all Principals, 17/6/70, Kingslea Profile 2000323017.
[2458] Memo from M P Doolan, Principal to Director General, 3/4/80, Kingslea Profile 2005013671.
[2459] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, appendix III.
[2460] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, appendix III.
[2461] Memo from M P Doolan, Principal, to Director General, 17/10/80, Kingslea Reports 2005013475, p 1.
[2462] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports F5000005628254, p 7.
[2463] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 4.
[2464] Kingslea Annual Report 1984, Kingslea Annual Reports F5000005133782, p 11.
[2465] M P Doolan for Director General to Director, Wellington, 5/6/85, Kingslea Secure F5000005133782.
[2466] Memo from V W Milner for Principal to Director (SW), 27/9/84, Kingslea Admissions F5000000923407.
[2467] Report of the Principals Working Group, date unknown circa 1986, Kingslea Admissions F5000005628256, appendix III.
[2468] M E Judge, Principal to Director General, 13/12/85, Kingslea Staffing F5000005133782.
[2469] "Kingslea the place where they make a fresh start", David Warner, *Ashburton Guardian*, 16/10/85, Kingslea Profile F002640.
[2470] Memo from M E Judge, Principal, to Director General, 19/4/85, Kingslea Profile F5000005133782.

In 1988 Christchurch Boys' Home closed and from this point Kingslea admitted boys requiring short-term care. Boys were accommodated in Howard House and alterations had been carried out to prepare the unit for its new residents.[2471] Following the transfer, Kingslea would only cater for Canterbury and Westland residents, and those on remand.[2472]

In 1988 a newspaper article stated that the Kingslea resident age range was 10 to 17 but that most residents were 14 or 15.[2473] At this point there were 18 beds for short-term assessment and remand girls aged 14-17; 26 beds for short-term assessment and remand boys ages 14-17; and eight beds for short-term assessment and remand boys and girls aged up to 14.[2474] By December 1989 this dropped to twelve beds for boys aged 14-17; eight beds for girls aged 14-17; and the pre-adolescent mixed-sex unit closed.[2475]

There was a drop in admissions in 1989 with only 18 residents on the roll.[2476]

In 1990 internal auditors noted that as the new legislation (Children, Young Persons, and Their Families Act 1989) had made residential care a last resort option for children and young persons, there had been "noticeable changes in the client group who, behaviourally, are more difficult to manage."[2477] At this point Kingslea provided a 20-bed mixed gender Youth Justice residential programme which catered for 14 to 17 year olds who had been involved in offending, as well as a six bed mixed gender Care and Protection residential programme, which catered for 12 to 16 year olds "for whom a group living situation is seen as the best option to assist them in dealing with identified problems." Youth Justice residents were from the Southern Operations region, Care and Protection residents were from the South Island, north of Timaru.[2478] Youth Justice residents were young people who were either on remand, serving Supervision with Residence Orders, or serving prison sentences.[2479]

In 1991 Kingslea was accepting "more difficult or professionally demanding" residents, some of whom required an extra staff member for each shift whose sole responsibility was the difficult young person.[2480] The roll was approximately 20 residents, and additional staffing was sought when the roll rose above 20.[2481] Of the 89 new youth justice residents admitted between January and May 1991 13 were female and 76 were male; 33 were Maori and 56 were European. Additionally, there were usually around five care and protection residents in residence at any one time.[2482] Kingslea accepted residents from the southern region, and would only accept

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[2471] J R Rowe for District Commissioner of Works to Building Supervisor, 13/2/87, Kingslea Profile F5000005133876.
[2472] Minutes from Shirley Neighbourhood Support Groups meeting, 22/9/87, Kingslea Profile F5000005627905.
[2473] "Welfare homes under one roof 'good move'", Deborah McPherson, *Christchurch Press*, 1/9/88, Kingslea Profile, F002640.
[2474] Department of Social Welfare Residential Facilities, 27/10/88, Kingslea Profile, F5000004606880.
[2475] Vaughan Milner for Assistant Director General to M Doolan, National Director Youth and Employment. 7/2/89, Kingslea Profile F5000004673604.
[2476] Audit Report, October 1989, Kingslea Reports F007702, p 4.
[2477] Audit Report, October 1990, Kingslea Reports F5000004603647, p 4. The new legislation was the Children, Young Persons and their Families Act 1989.
[2478] Audit Report, October 1990, Kingslea Reports F5000004603647, p 4.
[2479] Report to the Hon Roger McClay, Associate Minister of Social Welfare, 22/7/92, Kingslea Reports F5000004081321, p 1.
[2480] See for example, D Elston Executive, Assistant Southern Operations to M Doolan, Assistant Director General, 11/1/91, Kingslea Profile F5000005627897.
[2481] Memo from various staff members to F Erickson, Assistant Director, 16/1/1991, Kingslea Staffing F5000004602521.
[2482] Memo from P H Campbell, Director to Director Weymouth Residential Centre, 26/6/91, Kingslea Admissions F5000004603003.

residents from other districts if there were special circumstances, such as if the resident had committed a serious or indictable offence and required an extended period in secure, or if Epuni and Weymouth were full.[2483]

In 1992 Kingslea had 15 Youth Justice beds although there were some occasions when there were up to 17 residents. There were also six Care and Protection beds. At times in 1992 the unit was completely empty,[2484] although in 1993 the Care and Protection unit was full all year and there was a waiting list.[2485]

Youth Justice and Care and Protection residents lived apart in 1992 but both groups attended the Kingslea school. The National Operations Manager commented that they were separated in the classroom, all of their activities were separate, and they did not generally get the opportunity to meet with one another.[2486] In 1994, however, Kingslea was contacted by the *Sunday Star Times* about the fact that Care and Protection residents were being housed in the same building as Youth Justice residents. The Branch Manager believed that the information could only have been given to a reporter by a staff member. He stated "I have personally found that most staff have supported the tough fiscal decisions we have had to take this year. The reasons we slept the Care and Protection young people in Scottford were well known and staff did a superb job in ensuring this policy decision worked well."[2487]

Admission numbers of care and protection residents increased from 35 in 1993 to 45 in 1994. Conversely, admission numbers of youth justice residents decreased from 125 in 1993 to 113 in 1994.[2488]

In 1994 Kingslea had a National Secure Unit for up to six offenders aged under 17 years sentenced to a term of imprisonment; a 20 bed unit Youth Justice; and seven Care and Protection beds which served the area from Napier South to Ashburton.[2489]

Length of stay

In general, the length of stay declined over the period this report covered. In 1956 most residents spent approximately 18 months at the Home.[2490]

In 1967 the average length of stay at Kingslea was 17 months; Head Office believed it should be shortened to 15 months in order to admit more girls each year. (The average length of stay had already been reduced from two years.)[2491] The Principal responded that Kingslea staff would try to discharge residents sooner but noted that early discharge would frustrate the progress of some residents; that some girls under

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[2483] W W Simons, Acting Assistant Director to Assistant Director General, 7/5/91, Kingslea Secure F5000005627897.
[2484] Average Occupancy Levels of Residences for Period 1 January to 30 June 1992, Kingslea Profile F5000006021151.
[2485] Internal Audit Report, November 1993, Kingslea Reports F5000004603647, p 6.
[2486] Report to the Hon Roger McClay, Associate Minister of Social Welfare, 22/7/92, Kingslea Reports F5000004081321, p 2.
[2487] Memo from P H Campbell, Branch Manager to all staff, 19/4/94, Kingslea Staffing F5000004602562.
[2488] Memo from R Lovell, Manager Information Unit to B Hegarty, Senior Policy Analyst, 13/12/94, Kingslea Admissions F5000002786482.
[2489] Report to the Minister of Social Welfare, author unknown, 20/9/94, Kingslea Profile F5000003144946.
[2490] "Girls' Training Centre – Interesting Address" writer unknown, newspaper unknown, 17/2/56, Kingslea Profile 2005013472.
[2491] Minutes from Head Office Staff Meeting, 24/4/67, Kingslea Profile F021155.

15 would find it extremely hard to fit into an outside school; and that some girls had nowhere to be discharged to and the only appropriate action was to keep them at Kingslea.[2492]

In 1972 an increase in the number of admissions to Kingslea resulted in decreased lengths of stay. As a result, girls were placed in the hostel after only seven months of training. It was reported that these girls were unable to cope with the increased freedom the hostel offered, and required a more controlled environment. Kingslea therefore requested night staff be appointed for the hostel.[2493]

In 1977 the expected length of stay was calculated in conjunction with the residents after their initial period of settling in. The criteria in determining length of stay were age; schooling; home circumstances; resolution of individual problems; and other factors. Principal O T Ryan commented that home circumstances were very much linked with discharge plans, discharging girls who had a suitable home to return to was much simpler than discharging those who did not. He noted that some girls who could not be released to family would require "at least a term living in the flatting situation at Kingslea, going out to work and learning the skills of independent living."[2494]

Between 1979 and 1980 the average length of stay at Kingslea for extended care residents decreased from 13.56 months to 10.16 months.[2495] Between 1980 and 1984 the average length of stay was approximately 350 days.[2496]

In 1985 there were frequent changes in caseworkers for girls due to a high turnover in staff, which in some instances reportedly accounted for longer stays at Kingslea.[2497]

In 1987 Principal M E Judge stated: "No girl's return home or to the community has been unnecessarily delayed due to schooling alone where her fifteenth birthday is target for discharge. It has always been occasioned by a combination of immaturity and social problems that has delayed discharge with the birthday given as a target for the girl to work towards."[2498]

In 1988 a newspaper article stated that length of stay at Kingslea ranged from a few hours to three or four years but that the average stay was between six and eight months.[2499]

There is little information available about the length of stays of residents between 1988 and 1994.

[2492] Memo from Principal to Superintendent, 17/5/67, Kingslea Profile, Archives W5048/376 2006/8588.
[2493] Memo from I J D Mackay, Department of Education to State Services Commission, 25/9/72, SSC Archives file 24/2/55/24NI. This file can only be viewed at New Zealand Archives with written permission from the State Services Commission. Should any document from this file be required please allow time for the request to be processed.
[2494] Memo from O T Ryan, Principal to Assistant Director (Social Work), 13/7/77, Kingslea Admissions F5000000925867. For more information on the relationship between education and length of stay, see Schooling section.
[2495] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, appendix III, p 2.
[2496] See Institution Statistics 1984, 4/11/85, Kingslea Profile F5000002186501 for length of stay statistics for each year.
[2497] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 2.
[2498] Memo from M E Judge, Principal, to Regional Director, 3/3/87, Kingslea Education F5000005133876.
[2499] "Welfare homes under one roof 'good move'", Deborah McPherson, *Christchurch Press*, 1/9/88, Kingslea Profile, F002640.

Programmes and care

Admission procedures

The undated 'Introduction to Assessment Guide' noted that the first 24 hours after a young person's admission was a crucial time. The guide instructed social workers to keep the atmosphere informal and relaxed, and recommended that staff defuse immediate questions and anxieties; explain the roles and purposes of the Kingslea Resource Centre and of the caseworker; create expectations from the start in terms of planning, programmes and routines; begin the process of getting to know the resident in order to create an effective casework relationship; and introduce the resident to the process of planning and assessments.[2500]

Director M E Judge recalled that in 1962 some girls were sent to Kingslea without being told where they were going. She commented that a girl may have been told she was going on holiday and "often our first job was to get her over the shock of being here and help her to settle in."[2501]

In 1977 residents only brought enough clothing for the first few weeks with them to Kingslea, and after that made their own clothes.[2502]

A staff newsletter in 1977 stated that "wherever possible the new girls are going straight to an open house."[2503]
When a new resident was admitted in 1978, staff would determine which house she would move into on the basis of how well the peer group in that unit would accept, support and help her. Most girls were admitted directly into an open house. Once a house had been decided for the resident she was allocated a case worker. It was noted that it was important to reassure the girl while she was vulnerable in the admission process, as the foundations laid then would affect how open she was to change later.[2504]

In 1981 staff recognised the importance of the admission procedure, commenting "we regard admission as the beginning of the interventive process, ritual elements of admission will be kept to a minimum, with staff energy focussed on welcoming a girl, making her comfortable and helping her feel at ease."[2505]

In 1983 Principal M Doolan commented that the admission procedures for Maori girls needing residential care would see them referred to the 'Maatua Whangai' programme first. The Maatua Whangai workers, in consultation with field social workers, would decide upon the best option for the girl.[2506]

[2500] 'Introduction to Assessment Guide', author unknown, date unknown, Kingslea Admissions F5000004603003.
[2501] "Kingslea director a long way from cleaning cloths", Sue Lancaster, The Press, 28/1/88, Kingslea Profile, F5000005628256.
[2502] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 1.
[2503] Kingslea Newsletter 1977/25, 6/9/77, Kingslea Admissions F5000005133786.
[2504] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 2.
[2505] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2506] Memo from M P Doolan, Principal to Regional Directors and Director General, 19/12/83, Kingslea Admissions F5000000923180.

In 1991 only senior residential social workers could admit residents to Kingslea; and in their absence the Director or Assistant Director.[2507] From May 1991 all requests for admissions were made by field senior social workers and not by police. Written evidence had to be provided that all other options had been sought (and not merely explored), and no young persons were to be admitted without full documentation of the incidents which resulted in the need for residential care.[2508]

The progressive system

In 1962 the Principal recommended Slessor House be used as an admission house. After their period at Slessor, difficult girls would move on to Nightingale House, and the rest to Keller House in order to separate off the girls with bad behaviour.[2509]

A newspaper article in the 1960s made reference to the fact that there was a progression for residents through the various houses. As they progressed girls moved from Nightingale to Slessor to Keller and, lastly, to the Mabel Howard hostel.[2510]

Helen Keller House was initially used to house younger girls, aged 15 and under but by 1970 it was being used as an admission house for the first two months of girls' time at Kingslea. Mabel Howard Hostel was used for girls in the final months of their training, as well as for girls who were going out to work in the community.[2511]

In 1980 Mabel Howard House provided short term remand and assessment and the other houses provided extended care. Principal M P Doolan noted "the houses are largely autonomous with regard to casework decision making and residential programming, within the broad framework of policy which governs the total operation."[2512] Short term admissions were not arranged by the Kingslea Principal or staff, but by the Strathmore liaison officer.[2513] In 1982 the remand and assessment residents were moved into Keller House. It was noted that Howard House had been built to meet the needs of girls nearing discharge, and that girls in short term care had different requirements, such as small and compact environments rather than large, spread out facilities.[2514]

In 1984 Keller House was used as a short term assessment house. Girls were accommodated in eighteen single rooms and were not allowed to enter each others rooms. The length of stay in Keller was anywhere between a few day and several months.[2515]

In 1985 Pedder House reportedly differed from the other houses in that it provided therapeutic intervention through "group process".[2516] Pedder had lower numbers of

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[2507] Memo from F Erickson, Assistant Director to all youth justice field staff, 22/10/91, Kingslea Staffing F5000004602521.
[2508] Admission procedures for Kingslea Resource Centre, May 1991, Kingslea Admissions F5000004602521.
[2509] Memo from K J Ford, Principal, to Superintendent, 29/10/62, Kingslea Profile, F021158/2003028572.
[2510] "Jobs found for girls at end of period of training", Dorothy Braxton, publication unknown, date unknown, circa early 1960s, Kingslea Programmes, F021158 2003028572.
[2511] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 10.
[2512] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 2.
[2513] Memo from J de Bruin for Director to Director General, 5/3/80, Kingslea Admissions Archive 2005033549.
[2514] Memo from M P Doolan, Principal to Director General, 22/3/82, Kingslea Profile F5000005133784.
[2515] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, Keller Report p 1.
[2516] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 3.

girls, the doors were not locked, and there was just one staff member on at a time. Keller housed short term residents, and Scottford and Howard housed extended care. Howard had two or three residents at a time, and there were no staff although girls were checked nightly. White House had highest level of independence, although girls were still checked nightly.[2517]

Howard House was closed in 1986 to manage loss of staff.[2518] In 1986 one of the Pedder units was closed due to lack of girls in the Residence. Howard House was also closed around this time.[2519]

There was also an onsite Family Home operating between at least 1970 and 1986. The Home had up to six beds, and was intended to help girls to transition back into the community.[2520]

Reward programmes

In 1960 residents received pocket money each week which could be spent at the canteen. It was noted that spending money was used as an incentive system, and parents were advised that money must not be sent in.[2521]

A Girls' Council operated at Kingslea in 1970. An election was held each term and the council consisted of three girls from the Hostel and the three main houses, and two girls from the admission house. The Girls' Council produced a newspaper every two months, and hosted monthly Coffee Cabarets for the girls in houses which had gone a month with no incidents of absconding.[2522] In 1965 the Girls Council implemented a grades system through which the residents could work, "helping them to see their progress more clearly and rewarding them for their effort." Each grade had a pocket money limit that could be earned and prescribed privileges. The Council was still operating in 1970[2523] and 1971[2524] and had operated since at least 1956.[2525]

Girls received 95 cents pocket money per week in 1977, 45 cents of which they were permitted to spend on sweets, the remaining 50 cents was to be spent on other purchases or lay-bys.[2526]

In 1991 residents received pocket money which was to be split with half for Friday nights and half for weekend outings. Any costs for damage were deducted from their pocket money. Residents were allocated $15 for a birthday present, which was purchased by their case worker.[2527]

[2517] "The 'in' scene", Wendy Beecroft, *Canta*, August 1986, Kingslea Profile F5000005133782.
[2518] M E Judge, Principal to Director General, 13/12/85, Kingslea Staffing F5000005133782.
[2519] M E Judge, Principal, to Director General, 23/9/86, Kingslea Reports F5000005133876, p 4.
[2520] See Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 16; and Memo from T M Comer, Regional Director to Director General, 3/12/86, Kingslea Family Home F500005133878.
[2521] Letter sent to residents' parents, writer unknown, 21/12/60, Kingslea Contact with Families F021158/2003028572.
[2522] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 17.
[2523] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 8.
[2524] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 13.
[2525] Memo from K J Scotter, Principal to Superintendent, 25/10/1956, Kingslea Profile Archives 2006/24605.
[2526] Kingslea Newsletter 1977/23, 9/8/77, Kingslea Programmes F5000005133786.
[2527] Kingslea Admission Pack, date unknown circa 1991, Kingslea Admissions F5000004602521.

General care

In 1970 and 1971 girls met with an "assessment committee" after three months at Kingslea. At the meetings girls were encouraged to talk about the problems that resulted in her admission to Kingslea, to discuss a plan for training, and to discuss future placement for when she was discharged.[2528] The "evaluation committee" met girls at four monthly periods and girls were encouraged to assess their own progress and treatment.[2529]

In the 1970s, Kingslea treatment procedures were based on nurturance; recreation; case work; education; and medical care.[2530]

In 1985 Kingslea treatment was aimed at "achieving emotional stability and enhancing social effectiveness".[2531]

An audit report in 1988 found the overall standard and quality of care was very low at Kingslea. The audit brought to light a lack of programmes meeting the educational, vocational and recreation needs of residents; a lack of recorded treatment programmes; and a lack of staff accountability and monitoring of programmes. The auditors also noted low standards of case work and social work practice.[2532] By 1989 the auditors found there had been "an improvement in the standard of care through having systems, procedures and standards developed and agreed to, and being utilised."[2533] They also found that their previous concerns about vocational and educational programmes had been addressed as Kingslea had employed a programme coordinator to assist the residential social workers develop programmes that were "responsive to the needs of children and young persons in care."[2534]

Kingslea began to accept male residents after the integration with Christchurch Boys' Home in 1988. Director M E Judge commented "we believe it will be an advantage to have boys and girls. The environment will be more normal and they will feel less segregated from the community than they have in the past."[2535] The boys' and girls' care programmes were merged in 1989.[2536]

Feedback from various districts in 1991 indicated that the Care and Protection unit was too small for the area it serviced.[2537] There was also concern about a significant

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[2528] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 8.
[2529] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 9; and Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 6.
[2530] For more information see Treatment Procedure Kingslea, author unknown, date unknown circa 1976, Kingslea Reports F5000005133786, pp 2-7.
[2531] "Kingslea the place where they make a fresh start", David Warner, *Ashburton Guardian*, 16/10/85, Kingslea Profile F002640.
[2532] Institution Internal Audit Report, November 1988, Kingslea Reports F007702, p 1.
[2533] Audit Report, October 1989, Kingslea Reports F007702, p 6.
[2534] Audit Report, October 1989, Kingslea Reports F007702, p 7.
[2535] "Kingslea director a long way from cleaning cloths", Sue Lancaster, The Press, 28/1/88, Kingslea Profile, F5000005628256.
[2536] Audit Report, October 1989, Kingslea Reports F007702, p 10. For information on public reaction to the transfer, see Contact with Community section.
[2537] See for example, M A Smith, Acting ADSS Linwood to John Wallis, Senior Advisor, Southern Operations, 17/6/1991, Kingslea Reports F50000005627897.

amount of managerial input, influence and control in casework[2538] and confusion about the admission criteria due to the "broad mix of behaviours" in the unit.[2539]

The aim of the new Care and Protection unit in the early 1990s, as set out in its mission statement, was to "provide a therapeutic residential programme for children/young persons on a Care and Protection status within our service, who are unable to be catered for within the community because of the serious and/or dangerous nature of their behaviour."[2540] Staff intended to improve the behaviour, interpersonal and intrafamily relations, and social skills of young persons, as well as providing support for their families. This was to be achieved with group learning, recreational programmes, and maintaining staff/resident relationships based on mutual respect rather than using "institutional power".[2541]

Domestic programmes

At some stage at Kingslea a "Home Practice Certificate Course" was offered, where girls were assessed on their domestic skills. Girls who completed this course were presented with a certificate and a record of their assessment, which was to show they were capable of maintaining their "future home or flat to a high standard".[2542]

In 1952 it was reported that the scope of training offered had been increased "with greater attention to the widely varying educational needs of girls recently in residence". The practical training was extended to include dressmaking, cooking, gardening, domestic, commercial and poultry work.[2543]

The Principal stated in 1956: "The general purpose of the Institution is to help disturbed adolescent girls to understand their problems and to begin to live by socially accepted standards." It was intended that the occupational and vocational programmes would teach girls "to be good housewives when they later marry."[2544] Girls were taught cooking, laundry, dressmaking, hairdressing and waitressing. They had access to singing classes, drama groups and ballet lessons. Residents had their own "Management Council" which was made up of four girls elected from each house who made their own "home rules".[2545]

New Zealand Woman's Weekly reported in 1965 that there were "excellent facilities in the new homecraft unit and a first class staff, the girls have everything they need to design and make their own clothes. Materials are supplied for them."[2546]

[2538] Nick Findley, Manager, Shirley Area Welfare Office to John Wallis, Senior Advisor, Southern Operations, 30/6/1991, Kingslea Reports F5000005627897 p 1.
[2539] Karen Armstrong, Senior Social Worker, Riccarton Area Welfare Office to John Wallis, Senior Advisor, Southern Operations, 29/5/1991, Kingslea Reports, F5000005627897 p 1.
[2540] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2541] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2542] Kingslea Home Practice Certificate Course Record of Training, date unknown, Kingslea Programmes F5000005133784.
[2543] "Girls' Training Centre – Work at Burwood extended", author unknown, *Christchurch* Press, 12/9/52, Kingslea Programmes 2005013472.
[2544] Memo from K J Scotter, Principal to Superintendent, 25/10/1956, Kingslea Profile Archives 2006/24605
[2545] "Girls' Training Centre – Interesting Address" writer unknown, newspaper unknown, 17/2/56, Kingslea Profile 2005013472.
[2546] "Burwood – Home to Girls Who Never Had a Chance" Dorothy Braxton, *New Zealand Woman's Weekly*, 15/2/65, Kingslea Profile F021155.

Following an educational and vocational assessment, Youth Justice residents in 1990 completed five units: kitchen and food prep; horticultural skills; work skills; domestic skills; and life skills.[2547]

Recreational activities

In 1961 the Principal requested extra funding to purchase musical instruments with the intention of starting a band for the residents.[2548]

In 1964 the Principal commented that the use of the camp at Glentui had provided staff with a "wonderful opportunity to take small groups of girls right away from the centre" and that the use of the camp played an important part in the training programme.[2549]

A monthly newsletter, the Centre News, was produced in 1968. It seems this was written by residents, and distributed amongst past and present residents and staff.[2550]

The Duke of Edinburgh scheme commenced at Kingslea in 1966.[2551]

Recreational activities in 1970 included art classes, pottery, creative dancing, Maori songs and dances, and handcrafts.[2552] In 1970 Kingslea held a talent quest, a "Miss Kingslea" contest, an art display and mannequin parade and centre dances.[2553] There were netball, softball and swimming competitions that girls could compete in, and some girls gained badges in surf life saving, gymnastics and trampoline. There were also overnight camps at Glentui for residents.[2554]

The Christmas Tableaux was held annually between 1944 and 1970. There were inter-house art, craft and musical competitions held annually between 1946 and 1964 which continued up till 1970 as two separate events, the mannequin parade and the concert.[2555]

In 1972, in addition to the previously mentioned activities, Kingslea residents were able to participate in hairdressing, cooking, tramping, horse riding, sewing and knitting.[2556]

In 1977 newspapers were delivered daily to each of the houses "in order that the girls have the opportunity to keep abreast of current affairs."[2557]

In 1978 recreation had expanded to also include basketball; jogging; roller skating; swimming; tennis; soccer; squash; badminton; hockey; and trampolining. Residents

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[2547] For more information see Youth Justice Programme Corporate Management Meeting Report, 15/2/1990, Kingslea Reports F5000004672604, p 6.
[2548] Memo from K J Ford, Principal to Superintendent, 8/3/1961, Kingslea Programmes Archives W50481376 2006/8589.
[2549] Memo from K J Ford, Principal to Superintendent, 20/3/64, Kingslea Programmes Archives W5048/376 2006/8589.
[2550] See file F5000004605121 for examples of Centre News.
[2551] "Centre News" June 1968, Kingslea Profile F5000004605121.
[2552] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 18.
[2553] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, pp 19-20.
[2554] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 21.
[2555] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 9.
[2556] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 8.
[2557] Kingslea Newsletter 1977/3, 1/2/77, Kingslea Contact with Social Workers F5000005133786.

were able to join St Johns, arts and crafts clubs, and youth groups.[2558] Recreational activities were used to prevent boredom but also to give girls the ability to "self motivate, take responsibility, experience achievement, make decisions, organise time and carry out objectives."[2559]

In 1984 eleven girls and three staff members participated in an Outward Bound course at Anakiwa.[2560]

All boxing, wrestling and martial arts sports were banned from the residential programmes in 1992. Play fighting between staff and residents was also prohibited. The Director stated: "Too often these situations have escalated in the past and it is not appropriate for staff working in a professional job to engage in with residents."[2561]

Cultural programmes

In 1962 a Doctor recommended Kingslea establish a Maori club to teach Maori culture to all residents. [2562]

A cultural advisor was appointed in 1986, and an old gymnasium was moved from Strathmore to Kingslea for use as a Whare Whanaga (place of learning.) The Principal commented that the cultural advisor had helped in the selection of new staff and had enabled Kingslea to link with Maori people seeking employment.[2563]

Grievance procedures

There was little information about grievance procedures at Kingslea prior to 1989.

An integrated grievance procedure across campus was introduced in 1989.[2564] From 1991 residents were made aware of grievance procedures at the time of admission, and should they have any grievances during their time at Kingslea they were able to discuss them with the Director of Kingslea. The Director advised residents who were unhappy with their treatment that they could go to members of the Residence Management Committee, the Ombudsman, or the Director General. She encouraged them to first talk things over with their case workers or the senior residential social worker.[2565]

In the early 1990s there was a grievance procedure in place which staff claimed "ensured that clients have access to an impartial person with whom they can speak in confidence knowing that the person concerned will seek to readdress any reasonable grievance the client may have."[2566]

In 1991 a memo was issued to residents and staff explaining the Kingslea grievance procedure. The Code of Practice required that young persons making complaints

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[2558] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, pp 5-6.
[2559] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 6.
[2560] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 9.
[2561] Memo from P H Campbell, Director to all Residential Staff, 25/2/92, Kingslea Programmes F5000004602521.
[2562] Memo from K J Ford, Principal, to Superintendent, 20/2/62, Kingslea Profile F021158/2003028572.
[2563] M E Judge, Principal, to Director General, 23/9/86, Kingslea Reports F5000005133876, p 4.
[2564] Memo from unknown author to M E Judge, Director, 2/3/89, Kingslea Staffing F007702.
[2565] Complaint from resident, M E Judge, Director, 29/1/90, Kingslea Complaints F5000005602501.
[2566] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.

should have access to a sympathetic outside person, and the child advocate filled this role.[2567]

In [redacted] a resident complained that the grievance procedure was not taken seriously after he was told a staff member that his rights would not go far in Kingslea. The resident made a complaint to the Manager, and was interviewed by the youth advocate. He complained to her that had not been advised of his rights and the grievance procedure when he was first admitted. The youth advocate provided a written report to Kingslea, and stated that if all staff members took the same attitude in relation to grievances then residents would feel too intimidated to make a complaint. She advised that admission procedures should include the new resident including a written copy of the grievance procedures, and recommended residents sign the document as having sighted it.[2568]

In 1993 internal auditors recommended that staff updated a simplified version of Regulations to give to Care and Protection residents, and also recommended this document be provided to those in the Youth Justice programme too.[2569]

In 1994 the Branch Manager P H Campbell supported a recommendation for the appointment of a grievance panel. He stated "The type of structure for the hearing of grievances clearly must be independent of both the Service and the child or young person's family/whanau... A properly appointed panel provides greater choice for the clients of a person to talk to and has the capacity to meet individual's needs." He recommended that the panel be made up of lay people rather than legal professionals.[2570]

Work and training

In 1956 residents were permitted to work off-campus in Christchurch in the later months of their stay.[2571]

In 1957 six residents were employed to sew and mend clothes for Kingslea residents in the sewing room. It was hoped this programme could be extended to employ more girls.[2572]

Four residents were chosen to do pre-vocational work in 1968, two worked with children and two worked with elderly people.[2573]

The vocational programme in 1970 was for girls not attending school and was intended to train the girls to be "good housewives" and teach them skills to enable them to find worthwhile employment upon leaving Kingslea.[2574] The vocation programme consisted of homecraft, dressmaking and household sewing,

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[2567] Memo from F Erickson to Young People and Staff, 11/4/91, Kingslea Complaints F5000004602521.
[2568] N Walsh, Youth Advocate to P H Campbell, Branch Manager, 9/12/92, Kingslea Complaints F5000004602501.
[2569] Internal Audit Report, November 1993, Kingslea Reports F5000004603647, p 3.
[2570] Memo from P H Campbell, Branch Manager to Regional Manager Southern, 25/1/94, Kingslea Complaints F5000004602501.
[2571] "Girls' Training Centre – Interesting Address" writer unknown, newspaper unknown, 17/2/56, Kingslea Profile 2005013472.
[2572] Memo from K J Ford, Principal to Superintendent, 7/8/59, Kingslea Staffing F021158/2003028572.
[2573] "Kingslea News", March 1968, Kingslea Profile F5000004605121.
[2574] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 14.

waitressing, cooking, laundry work and hairdressing.[2575] Some residents worked in the community on pre-vocational placements two mornings each week, and others on full time work placements.[2576] The programme continued in 1971.[2577]

In 1975 Kingslea management decided that girls working a 40 hour week in the kitchen and laundry should be paid a suitable wage, and noted that this would in the future possibly apply also to girls that worked in the garden and the sewing room.[2578]

In 1978 a class was set aside in the school for older girls, and two days of each week were set aside for "work exploration". Girls were employed by city businesses and factories, and their teacher brought them home from work "to allow interchange of ideas and questions which are expounded more freely over the three days in the classroom."[2579]

In 1978 there was a pre-employment course for girls at the Kingslea school, funded by the Department of Education and the Labour Department. In 1979 Kingslea wished to run the course again and as there was no longer any funding available from the Department of Education, the Acting Principal requested funds from Head Office.[2580] The outcome of this request was not found on file.

In 1980 a visitor to Kingslea reported that there were only four or five girls on the community-based work experience programme and that it could be extended to include more girls and other occupations more suitable for the residents.[2581]

In 1980 the Principal commented that as girls on the work experience programme did not receive payment or reward for the work they completed, staff members should take an interest in the girls' work and compliment them on it to increase the satisfaction they took from the work.[2582]

The Principal reported that in 1981 the domestic and general services staff were "becoming increasingly involved in the direct work training of girls for whom employment opportunities in the community have disappeared."[2583]

In 1984 Kingslea established and registered the Te Oranga Work Trust. It was registered with a grant of $2000 and the Principal M E Judge commented "our dream is to have a self sufficient trust which the girls can gain employment in and with local girls, stay in it during the transition back to the community." She noted however, "We have been frustrated and blocked at every initiative we take and passed backwards and forwards between the City Council and Labour departments."[2584]

The availability of the government S.T.E.P.S training programme in 1985 "completely altered" the job training programme on the property.

[2575] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, pp 14-15.
[2576] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 16.
[2577] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 11.
[2578] Kingslea Newsletter 1975/2, 7/10/75, Kingslea Programmes F5000005133786.
[2579] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 3.
[2580] Memo from J A Blair, Acting Principal to Director General, 23/7/79, Kingslea Programmes 2005013475.
[2581] A Study Visit to Kingslea School for Girls" Des Walsh, 27/4/83, Kingslea Reports F5000005133784, p 6.
[2582] Kingslea Newsletter 1980/3, 5/2/1980, Kingslea Secure F5000005628258.
[2583] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606489, p 12.
[2584] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 9.

Residents who refused to attend their work skills programme in 1991 were required to complete a work programme in the house for the duration of the work skills activity instead. (This was already being used as the consequence for refusing to attend the school programme.) Furthermore, they were not paid for work skills they had not completed.[2585]

In 1992 internal auditors reported that a work skills programme had been established where young people were paid 50 cents per hour, working for three hours a day, five days a week. The money was held and used for specific purchases which were authorised by the social worker.[2586]

Resident-to-resident issues

In 1950, on behalf of a former staff member, a lawyer suggested to the Minister of Social Welfare that there should be some segregation between "girls who may have had a moral lapse but who are otherwise quite good and comparatively innocent girls being corrupted by others of a different class."[2587]

In 1960 Principal K J Ford commented there had been difficulties with "Maori wars" in Nightingale House. She stated: "The aggressive abusive behaviour has been so difficult that some of the staff have felt they could not continue..."[2588] Arrangements were made for some Maori girls to transfer to other Residences as the Principal believed that as a group they were "ganging up" against staff and other residents, and that they had a "decided anti-pakeha" attitude.[2589]

In 1961 Principal K J Ford reported to the Department of Education that a lesbian resident was "infecting" other residents. Because of this, she was kept in secure care at night and supervised closely all day. The Principal reported that the situation was such that residents were not allowed to go to the toilet alone. One complainant had been allowed to go to the bathroom by herself, and a group of girls escaped through a kitchen window at the same time. It was alleged that four girls held the complainant down while this resident interfered with her.[2590]

There was an article in *Truth* in 1968 in which the mother of a resident claimed her daughter was afraid of "interference from other girls" at Kingslea. The girl told her mother that other residents had waited for her in her bed and had tattooed her name on their breasts and stomachs. The girl had also apparently claimed that residents "taught each other a variety of sex acts". The article stated that the claims had sparked an investigation.[2591] Following this article there was much correspondence inside the Child Welfare Division, and also between the Division and *Truth*.[2592] The Superintendent wrote to the editor stating that the claims were untrue and that the girl who had made them had admitted as much. He stated that the article caused distress and shock to most of the Kingslea girls, and requested that the Editor

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[2585] Memo from F Erickson, Assistant Director to all staff, 29/5/91, Kingslea Education F5000004602521.
[2586] Internal Audit, 7-18 September 1992, Kingslea Programmes F5000004603647.
[2587] G P Purnell, Barrister and Solicitor to the Hon Mrs Hilda Ross MP, 25/10/50, Kingslea Complaints 2005013472.
[2588] Memo from K J Ford, Principal to Superintendent, 4/10/60, Kingslea Staffing 2003028572/F021158.
[2589] Note for file, author unknown, September 1960, Kingslea Profile 2003028572/F021158.
[2590] Department of Education Minute Sheets, author unknown, 4/1/61, Kingslea Staffing F021158/2003028572.
[2591] "Morals inquiry at Girls' Home", writer unknown, *Truth,* 17/7/68, Kingslea Profile F021155.
[2592] See Archives file W5048/376 2006/8588 for details.

publish his response.[2593] The Editor declined to publish the letter, which he said endeavoured to discredit a story he was satisfied was factually based.[2594]

In 1977 residents were reprimanded about "the very poor attitude" they had shown to new residents. The Principal stated in an assembly that a new girl's early progress depended on how she was received and cared for over the first few days, and requested all new girls be provided with "the support they require on arrival".[2595]

The Principal commented in 1980 that remand and assessment girls and extended care girls had different "stresses and pressures" and their living situations needed to be largely autonomous. He stated that they spent enough structured time together in school and games that did not seek unstructured time with the other group.[2596]

Five girls were charged after intentionally causing damage and disturbance in an effort to create a diversion to allow another group of inmates to abscond in 1985. While held in the District Court cells, one of the five was attacked as a result of "narking" about what had been occurring at Kingslea over the previous few days. The incident received media attention.[2597]

In 1991 youth justice staff commented that mixing the group of arrest and remand young people with the group of those who were the subject of 'supervision with residence' orders had a detrimental effect on the latter. The Assistant Director recommended that the two groups be housed in separate units.[2598]

In 1991 a complaint was made to the Human Rights Commission that one of the male residents was the victim of bullying by other residents; was unable to discuss [redacted] with staff; was not given parcels that had been sent to him; and his visitors were restricted. The Commission representative visited Kingslea to investigate the complaint, and concluded that although the resident had been punched by up to three other residents, he needed to take some responsibility for his own actions which may have led to the event. She found no basis as to the other complaints.[2599]

There were many incidents of physical assault and racism between residents recorded in 1994.[2600]

Between 1990 and 1994 resident incidents were recorded on incident sheets and filed. Staff were required to record the nature of the incident; whether it resulted in any injuries; names of residents and staff involved; the details of the incident; and whether physical intervention was required. Incidents in this period included residents assaulted by other residents, staff assaulted by residents, absconding, verbal abuse, drug use, and sexual assault.[2601]

[2593] L G Anderson, Superintendent to the Editor, *Truth,* 18/7/68, Kingslea Contact with Community Archives W5048/376 2006/8588.

[2594] J M Mahoney, Editor-in-Chief, *Truth* to L G Anderson, Superintendent, 25/7/68, Kingslea Contact with Community Archives W5048/376 2006/8588.

[2595] Kingslea Newsletter 1977/35, 16/11/77, Kingslea Admissions F5000005133786.

[2596] Memo from M P Doolan, Principal, to Director General, 17/10/80, Kingslea Reports 2005013475, p 1.

[2597] "Four girls sentenced over disturbance", writer unknown, *The Press*, 15/1/85, Kingslea Incidents F5000003920983.

[2598] Memo from F Erickson, Assistant Director to P Campbell, Director, 29/4/91, Kingslea Staffing F5000005133785.

[2599] File Note, F Erickson, Acting Director, 15/1/91, Kingslea Complaints F5000004602501.

[2600] See file F5000004607494 for examples.

[2601] For examples see files F5000006028177; F000004607497; F5000004604386; F5000004607496; F5000004607495; F5000004607494; F5000004673591; F5000004607492; F5000004607493; and F5000004607163.

In [redacted] a male resident was charged with unlawful sexual conduct and the rape of a female resident. He admitted the charges. The rape occurred in the open care and protection unit at Kingslea. The offender had slipped between "security beams" to get into the female resident's room. Staff had previously doubted the reliability of the security beam system but Armourguard had pronounced it to be in good working order. Staff noted that the offender had been able to get through due to his "unusually tiny build" but that they were exploring various options in order to prevent a recurrence.[2602] The rape was witnessed by another male resident,[2603]

In [redacted] staff found two male residents in a bedroom in the Care and Protection unit with their pants around their ankles. One later claimed that the other had been attempting to sexually assault him. The alleged offender claimed the first boy had consented to, and in fact initiated, the sexual activity. Kingslea staff informed the police who took statements from staff and both boys.[2604]

In [redacted] three young female residents from [redacted] complained to staff that a male resident had sexually assaulted them. Staff removed the boy from the unit and referred the matter to the police. The police referred the matter on to Specialist Services, and the three girls were "evidentially interviewed". The Branch Manager stated that the interviews were inconclusive and that there were inconsistencies in the girls' stories. The interviews were given to the police, and no further action was taken. There was media interest in this incident after one of the girl's mother contacted Newstalk ZB.[2605]

Health and medication

Medical examinations

In 1977 staff noted that Kingslea had full medical and dental services, and psychological and psychiatric services as required.[2606]

In 1978 there was a Sister on call for any medical matters after hours or on the weekends.[2607]

In 1981 staff stated in their "Practice of Residential Care" document that all girls who had not been in the care of the Department before would be given a full medical examination within a week of admission. They wrote that girls were to receive immediate and thorough medical care when sick, and would be provided with regular dental care. Staff agreed to abide by Department guidelines in relation to contraception, and strive to ensure maximum self-determination in contraception and pregnancy decisions.[2608]

The Principal informed staff in 1982 that medical examinations could not be made compulsory, and residents could not be punished for refusing to undergo a medical

[redacted]

[2606] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 4.
[2607] Kingslea Newsletter 1978/5, 14/2/78, Kingslea Health F5000005133786, p 2.
[2608] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.

examination. He advised that in situations where girls could not be persuaded or counselled into the examination and infection was strongly suspected, staff should seek advice from the Medical Officer of Health.[2609]

In the early 1990s health and dental treatment was provided at the request of residents' families, and residents could see their own General Practitioner or the Kingslea doctor. Residential staff were responsible for the supervision, supply and control of medical supplies.[2610]

Visiting specialists

"Doctors' Case Conferences" were meetings involving a number of doctors where, having interviewed a number of girls in the institution, the doctors would discuss their cases with senior staff.[2611] These were occurring by 1956[2612] and were still conducted in 1971.[2613]

In 1983 the nurse commented that the medical officer was unable to meet the needs of Kingslea residents. She stated he could not talk to residents in language they could understand; was not patient, gentle or reassuring with residents, and did not respect the residents as individuals or give them the opportunities to make their own decisions. The nurse requested that the Principal terminate the medical officer's contract and find another suitable doctor.[2614]

In 1984 the medical practitioner and the Papanui medical team were the first port of call for all medical matters, including psychiatric, and they would then make any necessary referrals.[2615]

Psychiatric care and medication

In 1962 two doctors at the Doctors Conference made critical remarks about the "timid" use of tranquilisers at Kingslea, and made it clear to the Centre doctor "that they considered he should use heavier dosage than he had been prepared to up to now."[2616] A doctor visiting from Ngawhatu Hospital also recommended that the use of drug therapy at the Residence be increased. As a result, several girls were placed on tranquilisers. The Doctor noted that to get the best results staff would need to "experiment to find the right 'holding' dose for the girl, and that then she should be kept on it for months, to allow time for the girl to settle down to make her more accessible to psychotherapy."[2617]

D G Reilly stated in 1970 that girls were usually placed in secure for short periods only. He stated "some are psychiatrically treated, many are under sedation, and the demands on staff are considerable."[2618]

[2609] Kingslea Newsletter 1982/38, 14/12/82, Kingslea Secure F5000005133784, p 4.
[2610] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2611] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 6.
[2612] Memo from K J Scotter, Principal to Superintendent, 25/10/1956, Kingslea Profile Archives 2006/24605
[2613] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 4.
[2614] C V Tallott, Nurse, to Principal. 13/7/83, Kingslea Staffing F5000005133784.
[2615] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 10.
[2616] Memo from unknown author to Mr Ferguson, 21/12/62, Kingslea Staffing F021158/2003028572.
[2617] Memo from K J Ford, Principal, to Superintendent, Kingslea Profile F021158/2003028572.
[2618] Memo from D G Reilly for Director General of Education to State Service Commission, 31/7/70, SSC Archives file 24/2/55/24NI. This file can only be viewed at New Zealand Archives with written permission from the State Services Commission. Should any document from this file be required please allow time for the request to be processed.

In 1970 Principal K J Ford stated that there were a number of girls admitted to Kingslea who were on tranquilisers and antidepressants, and described it as a "disturbing feature not previously encountered to a noticeable extent." She stated that in many instances reliable information concerning the nature of the medication, the amount of time the girl had been taking it, and the reasons it had been prescribed "was not forthcoming".[2619]

In the 1970s some drugs were prescribed by the psychiatrist "as an aide until personal strengths, maturity, confidence and control" could be developed. These were usually for epileptic symptoms, severe depression or aggressive outbursts that could have had a neurological base. A Kingslea staff member wrote "we don't encourage the use of drugs and prefer to discharge girls after they have ceased to be dependant on them."[2620] Medical problems were dealt with by the nursing sister (who could request help from a doctor, gynaecologist, dentist or psychiatrist) and this area of care involved making girls aware of the social impact of their medical problems and the medical impact of their social problems.[2621]

In 1970, 45 of the 57 new admissions were seen by the psychiatrist.[2622]

In 1971 the psychiatrist visited Kingslea at least three times a week, and the psychologist visited once a week.[2623] In 1972 a doctor visited Kingslea once a week for an hour, seeing up to five girls per visit. He also attended in emergencies, which Principal P T Woulfe estimated amounted to another two visits each week.[2624]

In 1972 small groups of no more than six recent admissions met voluntarily with the visiting psychiatrist.[2625]

In May 1972 a visitor from the Ministry of Health reported that there were two girls at that time at Kingslea who were being sedated. The psychiatrist had informed him that sedation was used to "tide girls over in an emergency" and seldom lasted longer than five days or nights.[2626]

The Principal reported in 1978 that there had been some concern about the use of medication at Kingslea. He attempted to clarify the position for staff in their newsletter. He stated that girls often used the excuse that they were not sleeping to see the visiting psychiatrist, and that after discussion to ascertain the state of a girl's mental health, the psychiatrist could decide that the girl "could benefit from a small amount of medication to ease her tension, depression, or anxiety", or alternatively that the girl just needed extra support from staff. He remarked that there was a policy of using only minimal doses of psychiatric medicines as a temporary measure. The situation was reviewed by the psychiatrist at regular intervals and once a girl appeared "reasonably emotionally stable again" the medication was reduced and discontinued. Staff were to provide feedback and pass on any information about

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[2619] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 5.
[2620] Treatment Procedure Kingslea, author unknown, date unknown circa 1976, Kingslea Reports F5000005133786, p 6.
[2621] Treatment Procedure Kingslea, author unknown, date unknown circa 1976, Kingslea Reports F5000005133786, pp 2-7.
[2622] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 4.
[2623] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, pp 3-5.
[2624] Memo from P T Woulfe, Principal to Superintendent, 10/3/72, Kingslea Health F5000005133784.
[2625] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 8.
[2626] Memo from R Selby for Medical Officer of Health, Ministry of Health to Director General, 21/6/72, SSC Archives file 24/2/55/24NI. This file can only be viewed at New Zealand Archives with written permission from the State Services Commission. Should any document from this file be required please allow time for the request to be processed.

Section 9(2)(a) Official Information Act 1982 -Privacy of natural persons

negative side effects of the medication. The Principal advised staff that the psychiatrist only prescribed medication after girls had agreed to take it, and that the arrangement had been made girls had to take it every day. Girls could only stop taking their medication after discussion with the psychiatrist, who only visited once weekly. The Principal advised that the most commonly used medications were doxepin (an anti-depressant); chlorpromazine (a tranquiliser); and mellerill (a sedative).[2627]

Psychological and psychiatric services could be accessed through the Senior Counsellor in 1980. An educational psychologist and a psychiatrist were available to residents as needed.[2628]

In a 1980 newsletter Principal M P Doolan advised staff of an incident where a resident obtained paracetemol tablets from several different staff members in a very short space of time. He requested that staff who gave painkillers to a girl from a different unit advise the staff in the girl's unit in order to prevent accumulation.[2629]

In 1981 Kingslea staff stated that no assumption would be made that a girl's problems were behavioural until "all organic, psychological and psychiatric possibilities" had been eliminated.[2630]

Between [redacted] and [redacted] individualised "re-parenting" programmes were produced for certain residents, the contents of which seem somewhat controversial. One case involved a fifteen year old girl being made to wear nappies in response to her bedwetting, and drink from a bottle in response to her over eating.[2631] Staff worked at re-parenting this resident for approximately a year before requesting specific training from a psychotherapist, acknowledging their lack of skill and recognising the sensitive area they were working in.[2632] The Director of specialist services was concerned about the re-parenting programme, noting that it was essential that staff had regular support and supervision from those who understood the approach. She instigated a programme of support and guidance, making a psychologist available for consultation. She also required an evaluation of the re-parenting programme to determine its usefulness.[2633]

In the 1984 Kingslea Annual Report reference was made to a resident being given medication intravenously after resisting admission to secure.[2634]

In [redacted] it was noted that a girl from Dunedin had to be dragged into the secure unit on her first admission, and sedated to be admitted the second time. Staff noted that she continued to be sedated for some time after admission, and that hand restraints were used for a period after the sedation stopped.[2635]

In 1994 the manager of the YMCA complained about an incident where a Kingslea resident had attended one of his programmes in a drug-impaired state, having taken

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[2627] Kingslea Newsletter 1978/23, 18/7/78, Kingslea Health F5000005628255, pp 5-7.
[2628] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2629] Kingslea Newsletter 1980/6, 26/2/80, Kingslea Drugs and Smoking F5000005628258, p 3.
[2630] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2631] Kingslea Annual Report [redacted], Kingslea Annual Reports F5000004606486, p20. For further information see file F5000005133782.
[2632] M E Judge, Principal to M Barr-Brown, Psychotherapist, [redacted], Kingslea Staffing F5000005133782.
[2633] Memo from P M Vincent, Director Specialist Services to J Scott, Divisional Director, Kingslea Programmes F5000005133782
[2634] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 15.
[2635] "Secure Unit Kingslea Resource Centre Action Plan" [redacted], Kingslea Secure F500004516500, p 5.

Valium during the night.[2636] The Branch Manager stated the resident was on remand, and had received special permission to attend the course. He stated that in the future Kingslea would adhere to its policy of not allowing young people on remand to leave the property.[2637]

Venereal diseases

Eight girls were treated for venereal diseases in 1970[2638] and five girls in 1971.[2639]

For a period in 1972 the Venereologist was away on leave and the nurse (who had previously been made to leave as she had reached retirement age) was rehired as she was considered able to conduct examinations in the Venereologist's absence.[2640]

In 1980 there was a full time nurse at Kingslea, responsible for organising all medical services.[2641] The Principal commented that the positive relationship the nurse had with the girls was helpful in the "treatment and detection of social diseases" as it enabled the nurse to carry out her job with the residents' full consent. The Principal stated that routine vaginal swabbing was prohibited at Kingslea.[2642]

Health education

There was a formal health and sex education programme at Kingslea in 1981, and staff noted that the aim was for girls to have full knowledge of their body and its structure and functions, as well as an understanding of their sexuality, upon leaving.[2643]

In 1985 the nurse promoted positive health care and prevention of illness for girls at Kingslea by teaching staff (in the parents' role) and girls "to take more responsibility for the girls' own health, encouraging them supportively to make decisions about their health related problems and questioning whether a visit to the Doctor is necessary" and teaching the girls "about their body. Its functions and other health related matters involving adapting to growth change, independency and self esteem."[2644]

In 1986 the objectives of the nursing position were to provide an effective healthcare service to Kingslea residents; to promote positive healthcare among residents and staff; and to provide immediate oversight and treatment of residents' health needs. Among the nurse's responsibilities were taking an initial health history of new admissions and offering a general examination by the Medical Officer within a week of admission; ensuring each girl's health needs were met; maintaining health

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[2636] P Vink, Manager YMCA Christchurch to P H Campbell, Branch Manager, 14/2/94, Kingslea Drugs and Smoking F5000004602501.
[2637] P H Campbell, Branch Manager to P Vink, Manager YMCA Christchurch, 21/3/94, Kingslea Drugs and Smoking F500000460251.
[2638] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 24.
[2639] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 18.
[2640] I J D Mackay, Department of Education to State Services Commission, 24/5/72, SSC Archives file 24/2/55/24NI. This file can only be viewed at New Zealand Archives with written permission from the State Services Commission. Should any document from this file be required please allow time for the request to be processed.
[2641] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2642] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 6.
[2643] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2644] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 7.

education programmes; teaching staff and girls basic first aid skills; liaising with doctors, dentists and specialists; informing social work staff of residents' healthcare needs and advising the Principal of any aspects of a girl's health which may have a bearing on her development; and overseeing the use of medication.[2645]

The role of nurse/health educator was disestablished in 1990.[2646]

Counselling

Regular counselling sessions were provided to as many girls as possible in 1970 and 1971.[2647] Over this period group discussions involving all the residents in a house and the staff members on duty were aslo held in every house each evening, which reportedly gave the residents an opportunity to "talk through their aggressions".[2648] Principal K J Ford believed that "the best returns, in terms of helping the girls at Kingslea, have come from a combination of group discussion and individual counselling, rather than from the exclusive use of one or the other."[2649]

There was a counsellor on staff at Kingslea in the 1970s to deal in depth with the more serious psychological or psychiatric problems of the girls, and at times help to establish treatment plans for residents.[2650]

The role of the senior counsellor in 1980 was to help staff develop effective treatment programmes for girls; be involved in staff training; and offer direct counselling services to girls and their families.[2651] However, the Principal stated that only around ten percent of social work staff were consulting Mr Kney, the senior counsellor, and directed that in 1981 Mr Kney would be involved in the planning and development of all girls' individual treatment programmes. Mr Kney would study the file of each new girl admitted, and then call a conference with other involved staff to determine treatment objectives and organise specialist intervention if necessary. Mr Kney had previously been required to supervise secure unit staff, but in 1981 a senior residential social worker was appointed to take over this task. The Principal noted that the senior counsellor's priorities become programme planning; counselling; family counselling; staff training; and liaison with specialists, as well as remaining a professional resource for clinic staff.[2652]

In 1981 staff developed a document entitled "The practice of residential care at Kingslea Christchurch" which stated: "We, the staff of Kingslea, seek to provide each girl admitted to Kingslea, with a social work and educational service of high quality; a service which will treat her as an individual, develop a programme tailored to her needs, and ensure she receives the best possible attention."[2653] Staff stated in the document that close relationships between staff and residents were encouraged to

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[2645] Nurse position job description, October 1986, Kingslea Staffing F5000005133876.
[2646] Leonie Aldcroft, Nurse/Health Educator to various recipients, 10/1/90, Kingslea Reports. File number not given.
[2647] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 5; and Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 5.
[2648] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 7; and Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 5.
[2649] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 6.
[2650] Treatment Procedure Kingslea, author unknown, date unknown circa 1976, Kingslea Reports F5000005133786, p 5.
[2651] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2652] Kingslea Newsletter 1980/43, 17/12/80, Kingslea Staffing, p 3. File number not given.
[2653] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.

provide a model for future relationships, and that "we will demonstrate our caring through physical and verbal contact daily, i.e. hugs, punches, pats, saying we care." The document also stated that staff were to "always treat a girl with respect, no matter how challenging or unattractive she
In the 1980s it was noted that Kingslea staff were "chosen for their integrity, interest and concern and their ability to reach out to an adolescent in difficulty, with compassion and understanding."[2654]

Suicide attempts

There were numerous suicide attempts in the secure unit in 1985.[2655]

In 1986 Head Office questioned staff response to a suicide attempt at Kingslea. Kingslea staff were reminded that a circular memo had issued instructions as to how to deal with suicide attempts and that these were to be adhered to as carefully as possible, given the "potential for tragedy".[2656] There were many suicide attempts in 1986.[2657]

Staffing issues

In 1989 internal auditors at Kingslea found that the nurse had made herself a "health educator" and in turn "provision of actual health care is low on her priorities." They found she withheld information about residents from the residential social work staff.[2658] The auditors also found that some staff would not use the resident psychologist because they were not confident in him. It was noted that there was no formal avenue for him to receive feedback, but auditors found he was making a valuable contribution in his various roles, including his work as resident counsellor and psychologist.[2659]

Staff were reminded in 1994 that no medication belonging to a resident was to be shared by anther resident, and that staff were not to give medication to a resident unless it had been prescribed by her doctor.[2660]

Psychiatric hospital placement

In 1956 the institution had an arrangement with the public hospital that "highly disturbed" residents could be admitted to the psychiatric ward of the public hospital for observation. The Principal commented that this provided relief for the staff and other girls at Kingslea, and also gave the admitted girl "a period away from the institution where she can perhaps see her behaviour more clearly".[2661]

[2654] "Information about Kingslea", author unknown, date unknown circa 1980s, Kingslea Staffing F5000005628256.
[2655] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 6.
[2656] Memo from B M Manchester for Director General to Principal, 25/3/86, Kingslea Incidents F5000005133782. The circular memorandum referred to was 1985/28.
[2657] For more details on the suicide attempts over this period see file F5000005133782.
[2658] Institution Internal Audit Report, November 1988, Kingslea Reports F007702, p 6.
[2659] Audit Report, October 1989, Kingslea Reports F007702, p 12.
[2660] Memo from F Erickson, Acting Director, 16/1/91
[2661] Memo from K J Scotter to Superintendent 2/10/56, Kingslea Health 2005013472.

There were no placements to psychiatric hospitals in 1970[2662] or 1971.[2663] In 1971 there were increasing numbers of girls who had been previously been admitted to psychiatric hospitals for weeks or months. The Acting Principal commented that "in no case has any benefit been derived and in some cases the level of anxiety has been raised by such admissions."[2664]

There is no information relating to psychiatric hospital placements after 1971.

Staffing

In 1961 the Principal commented to the Department of Education that staff had been having a difficult time over the holidays, one staff member had resigned, and various others were threatening to leave.[2665]

1970 was an unstable year for staffing, of the 29 staff members recruited only 17 remained for the year.[2666] Principal K J Ford noted that most of the recruited staff were aged 21 or 22 meaning they lacked experience, and that there were few applications from anyone who had any social work training or background.[2667] There was a high turnover of staff this year.[2668] The Principal commented that Kingslea needed more staff, and more trained staff. She also noted that only 20% of staff lived on the grounds and this meant they generally had a custodial approach towards the girls rather than a personal concern.[2669]

There were live-in night staff who slept in Scottford in 1970, but they were often kept awake by girls who continued into the night to "carry on smoking and getting in each others' beds and get the windows and boys sometimes try to get into their rooms." For this reason the appointment of night staff for Scottford was requested.[2670]

Between 1967 and 1972 there were approximately 70 staff members at any one time at Kingslea.[2671]

In 1973 a Christchurch police sergeant was convicted and suspended due to the manner in which he dealt with a youth. Following this incident Kingslea staff sought direction from the Public Service Association as to how they should manage situations when they were required to "manhandle" a resident into secure or from one area of the Home to another, and situations when they needed to apprehend an

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[2662] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 5.
[2663] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 3.
[2664] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 3.
[2665] Department of Education Minute Sheets, author unknown, 4/1/61, Kingslea Staffing F021158/2003028572.
[2666] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 2.
[2667] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 2.
[2668] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 4.
[2669] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 1.
[2670] Memo from N A Smart, Inspector to District Inspector, Christchurch State Services Commission, 23/11/70 SSC Archives file 24/2/55/24NI. This file can only be viewed at New Zealand Archives with written permission from the State Services Commission. Should any document from this file be required please allow time for the request to be processed.
[2671] See Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670; Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670; and Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670.

absconder who showed resistance and force was required to return her to Kingslea.[2672]

In the late 1970s and early 1980s weekly staff newsletters were issued.[2673] In one such newsletter in 1977 the Principal reprimanded staff, stating that it was unacceptable for staff to swear at, or around, girls as this was a double standard.[2674]

In 1978 it was considered a case worker's role to become a trusted friend of the girl; plan for the girl with her individual needs in mind; prepare a case study that clearly defines those plans; and attend to the practical issues of her care.[2675]

In 1980 nine night staff members were hired.[2676]

In 1981 Kingslea staff defined treatment objectives for all residents within a few weeks of their admission. Each term caseworkers consulted other staff and produced a term programme which set out objectives for the coming term. The Principal wrote "in extended care our aim for every girl is that she have the benefit of a close and supportive relationship with a caseworker, who is aware of her needs and is capable of planning with the girl effective and appropriate ways for her needs to be met."[2677]

The Assistant Principal commented in 1982 that the secure staff team required training "to improve their professional relationship as they have had to battle to gain trust in each other and clear a lot of hidden agendas."[2678]

In 1985 there were fee for service workers providing services at Kingslea.[2679]

Staff concerns led to a meeting with R H Wood in 1985, and he relayed their concerns back to the Director General. Staff were concerned with the lack of training they were receiving, and believed the on-the-job training was inadequate. They were also unhappy with off-site training, stating that two out of 19 staff members nominated by the Principal were accepted for a Kohitere training course, and that provisions were not made for tertiary study. They commented that Residential Social Workers had to be "jack of all trades" meaning they were "unable to master any." Staff claimed that Head Office was out of touch, and did not "appreciate very different work pressures." They also endorsed the need for extra staff numbers.[2680]

A 1985 newspaper article stated two past residents had been working at Kingslea as social workers.[2681]

Official Information Act s 9(2)(a) Privacy of natural persons

In 1985 a secure unit staff member made a complaint about an incident between a resident and the police. [redacted]

[2672] Memo from G A Dawber to The Secretary-Organiser, Public Service Association, 27/7/73, Kingslea Staffing 2005013475.
[2673] See Kingslea Secure or file F5000005133786 for examples.
[2674] Kingslea Newsletter 1977/33, 1/11/77, Kingslea Drugs and Smoking F5000005133786.
[2675] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 2.
[2676] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2677] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 3.
[2678] Memo from M E Judge, Assistant Principal to Director General, 17/6/82, Kingslea Staffing F5000004673601.
[2679] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 15.
[2680] R H Wood, DDA, to Director General, 21/8/85, Kingslea Reports F5000005133782.
[2681] "Kingslea the place where they make a fresh start", David Warner, *Ashburton Guardian*, 16/10/85, Kingslea Profile F002640.

Official Information Act s 9(2)(a) Privacy of natural persons

[redacted] Principal M E Judge made a complaint to the District Commander of Christchurch police, remarking that although the girl had "severely provoked" them, the officers were "the people required to be in control".[2682] The Deputy Assistant Commissioner of Police replied that the allegation was "unequivocally denied by the Police" and requested an apology to the attending officers.[2683]

In 1986 the secure senior residential social worker commented that secure care "fails to attract staff with the required skills, simply because it is excessively demanding emotionally and physically, and is highly stressful."[2684] He also noted that there was "an apparent unawareness" within the Department of the number of female social workers who had themselves been victims of sexual abuse. He stated that between 1983 and 1985 he had counselled five social workers who had never received help for their abuse, and for whom helping residents with sexual abuse issues was making them relive their own.[2685]

In 1986 Howard House was closed for the purpose of "effectively regaining staffing strength".[2686]

In response to forthcoming restructuring, of the 120 combined staff of Kingslea and Christchurch Boys' Home at 1 January 1988, 70 had left or indicated a re-deployment option by 1 January 1989.[2687]

Following legislation changes in 1989 Kingslea was downsized, losing 30 staff members. There was a complete change of senior management staff and six of the nine senior residential social workers were newly appointed. Kingslea lost campus-based specialist staff such as the Residential Social Work Staff Trainer, teachers, the psychologist, and the nurse, which as a result limited the ability of management to provide tailored training programmes for staff. Internal auditors commented that "the cumulative effect of these changes over several years is a noticeable drop in the current staff team's level of expertise and experience, with a corresponding need for good staff supervision, training, and development. There has been an erosion of the systems and practices that ensure good quality service."

In 1989 internal auditors were again concerned about the recording and monitoring practices of staff. [2688] In 1990 internal auditors noted that many years worth of inadequate monitoring by senior management, a lack of accountability by residential social workers, and the use of relieving staff with less experience and knowledge had "contributed to "low overall standards of written accountability, casework, social work practice and programme development" which placed tremendous stress on the new senior management team.[2689] They commented that the negative attitudes held

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[2682] M E Judge to District Commander, Christchurch Police, 14/6/85, Kingslea Incidents F5000005133782.
[2683] J A Jamieson, Deputy Assistant Commissioner of Police to T Comer, Director, 1/7/85, Kingslea Incidents F5000005133782.
[2684] [redacted], Senior Residential Social Worker Secure Unit to M Judge, Principal, [redacted], Kingslea Secure F500005133782, p 3.
[2685] [redacted] Senior Residential Social Worker Secure Unit to M Judge, Principal, [redacted], Kingslea Secure F500005133782, p 5.
[2686] Memo from David Hutchinson for Director General to Principal, 27/1/86, Kingslea Profile. F5000005133782.
[2687] Institution Internal Audit Report, November 1988, Kingslea Reports F007702, p 2.
[2688] Audit Report, October 1989, Kingslea Reports F007702, p 10.
[2689] Audit Report, October 1990, Kingslea Reports F5000004603647, p 3.

by previous staff members had meant the standards of residential care had slipped, leaving a difficult situation for new staff teams, and recommended staff training.[2690]

Staff rules in 1991 stated that staff were to know where residents were at all times and that residents were to be supervised when they were at the confidence course, swimming pool or gym, and anywhere else on or off the property. Staff were to accompany residents to and from work and school programmes.[2691] Daily comment sheets in each resident's personal file were completed at the end of each shift, and summarised every three weeks into a progress report.[2692]

There were 77 staff members in 1992.[2693]

Incidents

In 1959 Principal K J Ford reported to the Superintendent that staff were concerned about the amount of violence and threatening behaviour of residents towards staff.[2694] She sought advice from the Children's Court as to how to deal with the behaviour of two residents who had planned an attack against staff. She noted that the Magistrate of the Children's Court recognised the great difficulties staff were experiencing and "he felt that such girls should not be in the Training Centre and that he would be prepared to deal with them in the Children's Court providing they could be brought before the Court on some complaint."[2695]

In 1967 a former matron advised *The Sunday News* that girls at Kingslea were harshly treated, locked in unheated cells, drugged by sedation pills and in turn became addicted to sedatives. The Superintendent spoke to the reporter and answered his queries about the allegations.[2696] In the resulting article, the reporter made no reference to the matron's allegations but instead wrote about Kingslea, describing it as New Zealand's "maximum detention centre for girls".[2697] The Superintendent responded that the reporter had "let his imagination take precedence over his memory" and stated that during the conversation neither he nor the reporter had described Kingslea in that way.[2698]

In 1968 the Acting Principal was contacted by a reporter in relation to allegations that Kingslea was having staffing problems. She commented that she did not object to publicity but was concerned that if reporters were critical of staffing or facilities "it shakes the confidence of parents in our ability to care for their children. As most of these people are too far away to visit and are easily influenced by criticism it would be damaging to our work to shake their security."[2699]

[2690] Audit Report, October 1990, Kingslea Reports F5000004603647, p 7-9.
[2691] Kingslea Admission Pack, date unknown circa 1991, Kingslea Admissions F5000004602521.
[2692] Kingslea Admission Pack, date unknown circa 1991, Kingslea Admissions F5000004602521.
[2693] Report to the Hon Roger McClay, Associate Minister of Social Welfare, 22/7/92, Kingslea Reports F5000004081321, p 1.
[2694] Memo from K J Ford, Principal to Superintendent, 21/7/59, Kingslea Staffing F021158/2003028572.
[2695] Memo from K J Ford, Principal to Superintendent, 28/7/59, Kingslea Staffing F021158/2003028572.
[2696] Note for File, author unknown, 23/2/67, Kingslea Contact with Community Archives W50481376 2006/8588.
[2697] "Crime on increase among NZ girls" writer unknown, *Sunday News*, 26/2/67, Kingslea Profile Archives W5048/376 2006/8588.
[2698] Note for File, L G Anderson, Superintendent, 27/2/67, Kingslea Profile Archives W5048/376 2006/8588.
[2699] Memo from I F Pedder, Acting Principle to Superintendent, 1/6/68, Kingslea Contact with Community Archives W50481376 2006/8588.

Security guards were hired for a period in 1980 after issues with prowlers at Kingslea and threats from gang members. In late 1980 an intruder with a knife broke into the secure unit and threatened staff.[2700]

There was an incident in 1986 where a resident was raped in her room at Kingslea by an intruder. A staff member reported to the Principal that one of the doors to the unit the girl was in did not lock properly; and also that as the night supervisor was relieving in the secure unit for the night, there was a five to ten minute delay before the girl was attended to.[2701] The rape was reported in local news media.[2702]

In 1992 the New Brighton Police complained that Kingslea staff were referring too many internal problems to them. Branch manager P H Campbell agreed to "instigate a screening process" and only send the more serious incidents through to the Youth Aid officers. Staff were to refer the incidents to the manager first, and he would decide whether they warranted police attention.[2703]

Management

In 1975 Principal O T Ryan commented in a staff newsletter that he was aware some staff members had commented that there was a lack of opportunities to talk over personal or professional problems with senior staff. He advised staff "the role of senior staff is primarily to be resource for, and to give support to, those working directly with the girls".[2704]

An audit report in 1989 stated that communication systems at Kingslea were not effective, and that information was often communicated by telephone and consequently was not recorded or received by all staff members. The standard of written communication was reportedly low.[2705]

K J Scotter (later K J Ford) was Principal between 1942 and 1972. When she retired her role was filled by P T Woulfe. He was Principal for two years, until O T Ryan was appointed to the role. Mr Ryan died suddenly in 1979, and M E Judge became Principal. She continued in that role until 1990 when P E Campbell was appointed the Branch Manager. Fran Erickson was appointed Site Manager in 1994.[2706]

Training and supervision

In 1957 staff were offered judo classes to help them deal with the "aggressive girls" that were in residence at the time.[2707]

Between 1947 and 1956 staff training sessions were held one evening each week. From 1957 staff training occurred during the day. Between 1960 and 1970 there were four training sessions held each week so that all staff members could attend.

[2700] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2701] B G Pegler to Principle, March 1986, Kingslea Incident F5000005133782.
[2702] See, for example, "Naked woman flees rapist", Trish Grant, *Christchurch Star*, 15/3/86, Kingslea Incidents F5000005133782.
[2703] Memo from P H Campbell, Branch Manager to Acting Manager Residences, 5/11/92, Kingslea Complaints F500004602501.
[2704] Kingslea Newsletter 1975/49, 16/9/75, Kingslea Staffing, F5000005133786.
[2705] Institution Internal Audit Report, November 1988, Kingslea Reports F007702, p 5.
[2706] "Historical Notes on the Kingslea Residential Centre, Shirley, Christchurch" author unknown, October 1995, Kingslea Reports, F5000005628254.
[2707] Memo from K J Scotter, Principal to Superintendent, 25/9/57, Kingslea Programmes 2003028572/F021158.

In 1970 there was also a series of lectures/discussions on relevant subjects by speakers from outside of Kingslea.[2708]

In 1970 there were weekly staff training sessions, and weekly meetings between housemistresses/housemasters to discuss any problems they had been having with girls and for planning programmes. There were also weekly senior staff conferences.[2709] These continued in 1971.[2710]

In 1972 the Senior Counsellor conducted twice weekly staff training sessions with all house staff, although Principal P T Woulfe noted that more training was required at Matron level as not only was this where new recruits worked but they were also the staff members who had the most contact with residents.[2711] Housemasters/ mistresses weekly meetings continued in 1972, as did senior staff conferences.[2712]

It appears that all housemasters/mistresses were given their own copies of the updated Residential Workers Manual in 1975.[2713]

A Residential Care Course was offered as optional for staff in 1976, but the Principal commented that all Assistant Housemasters/mistresses and Housemasters/mistresses that had not completed an allied course already were expected to apply.[2714] There were numerous references in staff newsletters dated between 1976 and 1978 to training sessions available to staff members.[2715] A senior housemaster commented in the Kingslea newsletter that some staff regarded meetings and staff training as a burden.[2716]

In 1980 the Principal commented on the importance of supervision for staff, stating "selecting the right staff is only part of the problem solved. Supporting them in the job they do, ensuring that they develop their skills and potential, is a necessary counterpart." He also noted at this time that high priority was placed on staff training[2717] and there were weekly training sessions in 1980.[2718]

In 1981 the "Practice of Residential Care" document prepared by Kingslea staff endorsed the availability of training courses (both in-service and external) for staff, and the continuance of regular formal supervision for each worker with the expectation that there would be a high degree of professional competence from all staff providing supervision.[2719]

In 1981 Kingslea introduced one hour weekly team supervision sessions to complement "tutorial supervision" and a three year cyclical internal training programme was devised.[2720]

[2708] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 3.
[2709] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 3.
[2710] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 2.
[2711] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 2.
[2712] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 2.
[2713] This was inferred due to writing inside the cover of a Residential Workers Manual that came from Kingslea. See F5000001643366.
[2714] Kingslea Newsletter 1976/8, 9/3/78, Kingslea Staffing F5000005133786.
[2715] See file F5000005133786 for examples.
[2716] Kingslea Newsletter 1978/22, 12/7/78, Kingslea Staffing F5000005628255.
[2717] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 8.
[2718] Kingslea Newsletter 1980/4, 13/2/80, Kingslea Secure F5000005628258, p 3.
[2719] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2720] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 13.

In 1982 there was specific training for secure unit staff members.[2721] The objective was to enable them to "grasp their change of role from a custodial programme to a therapeutic one and see this in relation to the other units." [2722]

There were many different training courses available to staff both on and off site, in and around 1982.[2723]

In 1983 the Principal commented that a Residential Care Association course was held each year at Kingslea.[2724] The course was held again in 1984.[2725]

A weekly support group for relieving staff was established in 1984.[2726] There were also weekly staff training sessions in 1984 as part of the three-year staff training plan. Three sessions were held each week to ensure all staff members could attend. The Principal commented that the plan had disadvantages, noting "staff resented its compulsory component... It was inflexible to current issues or immediate concerns."[2727] Also in this year the psychologist from the Christchurch specialist services team ran four short courses which staff had selected on incest counselling and 'counselling for change'.[2728]

The Principal commented in 1984 that "increasingly staff are being asked to become therapists".[2729] A Senior Residential Social Worker commented that the higher the level staff were working at, the more supervision was required. He wrote "if we are going to retain the gains made in the quality of our staff over recent years, it is now essential; that we can provide much more regular formal supervision."[2730]

In 1985 the Principal commented that due to loss of experienced staff, there was "an urgent training/support problem at basic grade level."[2731] Comprehensive staff training in 1985 was provided in the form of a week-long seminar for each team with a two day follow up later in the year. A 'reparenting' therapist ran two workshops over the year. Principal M E Judge commented that "providing supervision for in-service and supernumerary staff for the modular training programme has been a major problem and still is with so many needing training, and the ill health of the accredited supervisors."[2732]

Kingslea introduced a new model of residential social work in 1986, although the files do no provide details of the model. A two day workshop was held for Senior Residential Social Workers who in turn provided workshops for their whole teams. The training was to "re-establish trust in the teams and restate our commitment to the standards set out in the personnel guide and the ideals for practise defined in the National Code of Practice for Residential Services."[2733]

[2721] Proposed Secure Unit Staff Training Programme: Kingslea, John Watson, Clinical Psychologist, 1982, Kingslea Secure F5000004673601.
[2722] M E Judge, Assistant Principal to Director, Social Work Training Centre, 11/3/82, Kingslea Staffing F5000004673601.
[2723] See file F5000004673601 for examples.
[2724] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 13.
[2725] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 8.
[2726] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 3.
[2727] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 7.
[2728] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 6.
[2729] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 26.
[2730] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 27.
[2731] M E Judge, Principal to Director General, 13/12/85, Kingslea Staffing F5000005133782.
[2732] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, pp 7-8.
[2733] M E Judge, Principal to Director General, 23/9/86, Kingslea Reports F5000005133876, p 1.

In 1986 the Principal requested the help of some Hamilton region staff members to train Kingslea staff in "Care Profile" so that it could be introduced at Kingslea.[2734]

In 1986 Principal M E Judge stated that the creation of three Duty Officer positions had halved the "operational component" of the Senior Residential Social Workers' role, meaning weekly supervision for team members was now a "realistic" expectation.[2735]

An internal report in 1989 repeatedly stressed the need for staff training and supervision, stating it was "urgently required".[2736] The audit report in 1989 stated that staff training had been given top priority[2737] but auditors had continuing concerns about staff supervision.[2738]

In 1991 all social workers attended weekly staff meetings. Senior Social Workers provided their team members with one hour of supervision per week.[2739] An audit in 1992 found that there was no internal staff training programme in operation at Kingslea, and stated that it was important this was addressed. Auditors recommended that a staff training programme should include training for relief staff.[2740]

In 1993 the Branch Manager commented that he would no longer hire unqualified applicants for positions at Kingslea, and that vacancies advertised would state that applicants required a minimum of a level B qualification.[2741]

Shortages

In 1964 Principal K J Ford requested that the Superintendent expedited the advertising and filling of the vacant housemaster/mistress positions as she was "in urgent need of help", and she and the other staff were "feeling the strain" from covering the vacancies.[2742]

In 1965, during a difficult period at Kingslea, the Principal commented that staffing shortages and insufficient senior or trained staff had aggravated their problems. She stated that there needed to be enough staff cover "so the girls know they cannot 'take over' or attack staff."[2743] D G Reilly reported at this time that he was concerned about what the Child Welfare Division "was doing or not doing to meet the new demands being made on the institution services", and stated that the proportion of wards whose affliction caused these demands had increased and staff were unable to cope with them.[2744]

In October 1966 the Principal requested extra housemasters/mistresses following an "extremely difficult year", and noted that they needed staff who wanted to work with the girls rather than those interested in carrying out domestic duties.[2745] In August

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[2734] M E Judge, Principal to Principal, Hamilton Boys Home, 7/8/86, Kingslea Staffing F5000005133782.
[2735] M E Judge, Principal, to Director General, 23/9/86, Kingslea Reports F5000005133876, p 1.
[2736] Institution Internal Audit Report, November 1988, Kingslea Reports F007702, p 6.
[2737] Audit Report, October 1989, Kingslea Reports F007702, p 6.
[2738] Audit Report, October 1989, Kingslea Reports F007702, p 11.
[2739] Kingslea Admission Pack, date unknown circa 1991, Kingslea Admissions F5000004602521.
[2740] Audit Findings, 1992, Kingslea Reports F5000004603647.
[2741] Memo from P H Campbell, Branch Manager to all Managers and Practice Consultants, 27/8/93, Kingslea Staffing F5000004602521.
[2742] Memo from K J Ford, Principal to Superintendent, 20/2/64, Kingslea Staffing F5000004606215.
[2743] Memo from K J Ford, Principal to Superintendent, 23/9/65, Kingslea Staffing F021155.
[2744] Memo from D G Reilly to Superintendent, 21/10/65, Kingslea Staffing F021152.
[2745] Memo from K J Ford, Principal to Superintendent, 13/10/66, Kingslea Staffing F5000004606215.

1967 she requested relief staff from the Christchurch Boys' Home.[2746] In October 1967 the State Services Commission approved the addition of an extra senior housemaster/mistress position, three extra housemaster/mistress positions, and a Matron's Assistant position to the staff.[2747]

There was no Senior Counsellor employed at Kingslea for the majority of 1970.[2748]

In 1971 Acting Principal I E Pedder commented that staff sickness had created severe staff shortages and added greatly to staffing problems.[2749]

There was a shortage of experienced senior staff members in 1976.[2750]

It was noted in a staff newsletter in 1978 that the recruitment of suitable staff was a problem, and that it could partly be attributed to the low salaries offered to Assistant Housemasters/mistresses.[2751]

The Principal commented in 1983 that staff were very stretched when the units were full to capacity.[2752]

There were eight new staff members employed at Kingslea at the start of 1984 but another eight vacancies at the start of 1985. The Principal commented she was employing relievers at "basic grade" to fill these vacancies.[2753]

There was a high staff turnover rate in 1984. The Principal commented that there were still very low pay rates for induction and relieving staff.[2754] Staff shortages were also attributed to the fact that five senior residential social workers were training to become certified supervisors for the new Induction training programme. The Principal commented that their absence was "most marked in the Duty Officer cover on the day to day basis."[2755]

High staff turnover rates continued in 1985. This reportedly resulted in many changes in caseworkers for girls, which in some instances accounted for longer stays at Kingslea.[2756]

In response to an increasing number of residents in 1991, Kingslea staff wrote to the Assistant Director requesting additional staffing to ensure adequate and quality supervision of clients, and staff safety.[2757] The Assistant Director replied that her commitment to staff safety had been demonstrated. She commented that although the "designated norm" was one staff member to four residents, there was at that time a 1:2.5 ratio, and that the use of relievers needed to be monitored due to budgetary restrictions.[2758]

[2746] Memo from M Lyons, District Child Welfare Officer to Superintendent, 10/8/67, Kingslea Staffing F5000004606215.
[2747] Memo from D Goldsbury for Superintendent to Principal, 9/10/67, Kingslea Staffing F5000004606215.
[2748] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 5.
[2749] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 3.
[2750] Kingslea Newsletter 1976/33, 2/11/76, Kingslea Staffing F5000005133786.
[2751] Kingslea Newsletter 1978/12, 12/4/78, Kingslea Staffing F5000005133786.
[2752] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 8.
[2753] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 2.
[2754] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 3.
[2755] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 7.
[2756] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 2.
[2757] Memo from various staff members to F Erickson, Assistant Director, 16/1/1991, Kingslea Staffing F5000004602521.
[2758] Memo from Fran Erickson, Acting Director to Youth Justice Senior Social Workers, 24/1/1991, Kingslea Staffing F5000004602521.

In late 1991 the Director, P H Campbell, proposed restructuring Kingslea staff and requested an extra staff member for each shift. This was to provide better cover; reduce the need for relievers; and improve service delivery.[2759]

Schooling

The school first opened in 1944.[2760]

In 1959 evening classes were provided for girls who participated in vocational training during the day but "wished to fill gaps in their education".[2761]

There were three classroom teachers, a recreation teacher, and a home science teacher by 1964. A further full-time teacher was employed in 1965, and the head teacher position was created in 1967. Another teacher was appointed on a part-time basis in 1968.[2762]

In the 1960s it was compulsory for every girl under 15 to attend school, even those who had previously been granted school exemptions. Having turned 15, residents could choose whether they wanted to continue at the school or instead opt to begin vocational training. All girls received training in homecraft.[2763]

Principal K J Ford wrote in 1970 that the long term objective for the school was to provide full-time or part-time schooling for all girls in the centre.[2764]

A new classroom, woodwork room and art room were completed in 1970.[2765] The core subjects taught at the school at this time were English, mathematics, social studies, homecraft, health and physical education. French, Latin, science, history, geography, typing and art were also offered.[2766] The school relied mostly on Correspondence School work but teachers wanted to have more class teaching.[2767] The school was used for five hours each day and the head teacher wished this to be increased to eight hours.[2768]

In 1971 the Acting Principal commented "school discipline is more relaxed and is something which is coming from within rather than being imposed from above. Attitudes to work are consequently better. No girl is forced to work or punished if she

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[2759] P H Campbell, Director to Assistant Director-General, 23/5/91, Kingslea Staffing F5000004673598.
[2760] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 7.
[2761] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 7.
[2762] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 7.
[2763] "Burwood Girls Training Centre – Girls well trained for normal life", Dorothy Braxton, *Christchurch Star*, 8/5/63, Kingslea Programmes 2003028572/F021158.
[2764] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 7.
[2765] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 13.
[2766] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 10.
[2767] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 11.
[2768] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 13.

does not work."[2769] She also suggested that the experience of attending school while admitted to Clinic encouraged non-school girls to seek further schooling.[2770]

In 1971 half of the school curriculum consisted of classes from the Correspondence School.[2771]

There were 57 students on the school roll between 1970 and 1972, 44 in the school and 13 in the secure unit.[2772]

Nine girls sat school certificate subjects in 1976, and 21 girls were enrolled to sit in 1977.[2773] By this stage Kingslea School had four classrooms, as well as an art room, a home economics room and a sewing room. Residents were taught by seven full time teachers (including the physical education and home economics teachers) and several part-time teachers (who taught art and typing, and remedial and secure classes.) There were approximately 12 students per teacher, and students occasionally attended outside schools. Staff noted that they would make applications for school exemptions in appropriate cases, but had only done so once before.[2774]

The Principal insisted in 1977 that all girls should attend school to at least the age of 15, and commented that he would not discharge a girl under 15 unless it "was with the express purpose of attending a college in her home district."[2775]

In 1978 the Kingslea school had a class for those of average or above average intelligence; a class for those requiring intensive remedial work; a class for girls intending to sit examinations; and another set aside for older girls which allowed for two days work experience each week. Some Kingslea girls were permitted to attend nearby schools, and a number of previous residents continued to attend the Kingslea school after their discharge.[2776]

In 1979 the school programme placed emphasis on academics during the mornings and social skills in the afternoons.[2777] A study area for the residents who were "pursuing an academic course" was provided in classrooms previously used for Maori Studies and typing. These subjects were subsequently taught from the "flat", meaning that the flat could not be used as accommodation in that year.[2778] Staff were of the opinion that an extra classroom would be required once the Strathmore Home transfer to Kingslea took place in 1980, as there would be an extra 12-14 girls attending the school and there were already around 15 girls in each of the existing classes. They also requested one of the Strathmore teaching positions be transferred to Kingslea.[2779]

[2769] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 9.
[2770] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 10.
[2771] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 9.
[2772] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 11; and Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 3.
[2773] Memo from O T Ryan, Principal to Director General, 27/1/77, Kingslea Education 20050/3475.
[2774] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 2.
[2775] Memo from O T Ryan, Principal to Assistant Director (Social Work) 13/7/77, Kingslea Admissions F5000000925867.
[2776] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 3, for more information on the work exploration class see Work and Training section.
[2777] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013475, School Report p 2.
[2778] Kingslea Newsletter 1979/6, 7/3/79, Kingslea Education 2005013475.
[2779] Minutes of meeting held in Christchurch district office to discuss the closing of Strathmore Girls' Home, Ferry Road, and Transfer of existing service to Kingslea, using Howard Hostel, 29/11/79, Kingslea Complaints 2005033549.

No provision for a new classroom had been made by the time of the transfer. The Head Teacher commented that the educational programmes for the short-term residents was being provided out a room only large enough to "accommodate six desks placed end to end which then gives the teacher an area the size of a pocket handkerchief". He noted that even in the first week after the transfer, residential social workers had to keep girls in the unit during the day because the school was unable to accommodate them.[2780]

Shortly after the transfer, the two groups of girls were integrated within the school. In response to Kingslea's new role school staff created an "Assessment Class" where all new admissions, whether short term or long term, would be placed. If remand girls stayed long enough they would eventually be moved into the other classes with the long term care residents.[2781] The Principal also noted that a "significant number of girls in short term care continue to attend their own schools in the community and the Assessment Class teacher makes contact with these schools."[2782]

In April 1980 Principal M P Doolan requested the school grading should be changed from primary to secondary.[2783] The change in grading was approved later that year.[2784]

In 1981 Residence staff commented that the objective of the education programme was "to prepare each girl for living to the full, within her educational and vocational potential."[2785]

A visitor who was completing a study of Kingslea in 1983 remarked that there was not a "counter-productive dichotomy of function" of the school and the residence, and stated that this made Kingslea unique in New Zealand.[2786]

Twelve Kingslea residents attended outside schools in 1984.[2787]

The main purposes of the school in 1985 were "preparation of the girls for return to school and community; vocational training of the girls for return to the community; and to equip the girls with survival skills that enable them to live a normal balanced life that is acceptable to them, and the community."[2788]

In 1987 a small number of the Christchurch Boys' Home residents attended the Kingslea school prior to their move into the residence as part of the integration process.[2789]

In 1988 the school had eight full-time and four-part time teaching positions.[2790] Fifteen of Kingslea's 32 residents attended the school in 1989.[2791]

[2780] J Peterson, Head Teacher to M P Doolan, Principal, 18/4/80, Kingslea Education 2005013475.
[2781] Memo from M P Doolan, Principal, to Director General, 17/10/80, Kingslea Reports 2005013475, p 3.
[2782] Memo from M P Doolan, Principal, to Director General, 17/10/80, Kingslea Reports 2005013475, p 3.
[2783] Memo from M P Doolan to Director General, 2/4/80, Kingslea Education 2005013475.
[2784] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, appendix I, p 2.
[2785] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2786] "A Study Visit to Kingslea School for Girls" Des Walsh, 27/4/83, Kingslea Reports F5000005133784, p 1.
[2787] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, School Report, p 1.
[2788] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 7.
[2789] Memo from D Martin, Acting Head Teacher Christchurch Boys' Home School to multiple recipients, 16/10/87, Kingslea Profile F5000005627905.
[2790] "Proposed study by Human Rights Commission of Department of Social Welfare Residential Facilities", date unknown circa 1989, Kingslea Admissions F5000004516500, appendix 1.
[2791] Report to Mr J W Grant Director General, 1989, Kingslea Education F5000006021151.

Internal auditors commented in 1990 that the link between residential care programmes and the school programmed needed to be re-examined to ensure effective planning and integration of programmes.[2792]

In 1991 the Ministry of Education contemplated closing the school at Kingslea (along with the schools at Highcliff and Weymouth) but after an "outcry" from parents, teachers and unions, and following recommendations made in a review by a former Family Court judge, it was decided the schools would remain open.[2793] In 1992 the Principal commented that the future of the school had been uncertain since a review in 1990 which he found unsatisfactory as both Kingslea management and teaching staff needed "some certainty of tenure so as to be able to carry out their work to best effect."[2794]

The Kingslea School had 45 students in 1992, although approximately half the students were non-residents as the school ran short assessment and "outreach" courses for students from outside schools. These courses focused on areas such as behaviour modification, self esteem and anger management.[2795] Non-residents were referred to courses by their guidance counsellors. The non-resident curriculum was distinct from the resident curriculum. There were, however, concerns about "contamination due to congregation of youthful offenders with others".[2796]

A "basic educational programme" was provided for youth justice and care and protection residents in 1992, and included English, maths, special reading, life skills and practical subjects.[2797] Youth Justice residents spent their mornings in classes at the Kingslea school and afternoons on the work skills programme. Care and Protection residents spent their full day at the school.[2798]

School staffing

In 1979 the North Canterbury Primary Schools Principals Association was concerned about the "failure to obtain fully qualified permanent staff" for Kingslea school, stating that in the past five years there had been thirty teachers employed in five teaching positions.[2799]

In 1980 there were many references made to the fact that staff shortages at the Kingslea school stemmed from the Department of Education's failure to advertise the vacancies in the Gazette. In the first term, four of the six full time teaching positions were filled by relievers. The Principal stated: "Good and all as they may turn out to be, we cannot expect from them the degree of commitment, planning, and

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[2792] Audit Report, October 1990, Kingslea Reports F5000004603647, p 8.
[2793] "Government reprieves three special schools", Cathie Bell, *Sunday Times*, 7/6/92, Kingslea Education F5000006021151.
[2794] Memo from P H Campbell, Branch Manager to Southern Regional Manager, 8/9/92, Kingslea Education F5000006021151.
[2795] Schools on DSW Campuses Report, December 1992, Kingslea Reports F5000006021151.
[2796] Report to the Minister of Social Welfare on Special Services – Schools on Social Welfare Residence Campuses, 1/8/92, Kingslea Education F5000006021151.
[2797] Report to the Minister of Social Welfare on Special Services – Schools on Social Welfare Residence Campuses, 1/8/92, Kingslea Education F5000006021151.
[2798] Report to the Hon Roger McClay, Associate Minister of Social Welfare, 22/7/92, Kingslea Reports F5000004081321, p 1.
[2799] J R Roughan, Secretary, North Canterbury Primary Schools Principals' Association to Director Social Welfare, 7/12/79, Kingslea Education 2005013475.

enthusiasm one expects from permanent staff."[2800] He also commented that without a school committee or parent group "to get upset about this state of affairs" they were reliant on the Department of Social Welfare to do so, but its capacity was "probably severely limited without an Education Officer at Head Office level."[2801]

At the start of 1980 the staffing shortage reportedly "could not have been much worse" but by the end of the year all positions besides one had been filled.[2802] The head teacher stated: "Social Welfare must become more involved in the staffing of Welfare schools as it is their clients who are suffering because of instability of staffing."[2803]

In 1992 the school was staffed by 11.5 teachers funded by the Ministry of Education, and up to five extra teachers were funded by the Department of Social Welfare.[2804] At this time the school buildings comprised of four classrooms, two specialist areas, an art room, pottery room, library, staffroom and administrative area.[2805]

In [redacted], a female resident claimed that she had been raped by a male teacher at [redacted]. However, when he arrived at work the next day the Residential Manager barred him from any contact with residents. Police interviewed the resident and advised the Manager they intended to take the matter further. Two previous allegations had been made against the teacher which had been found to be inconclusive and were dealt with by the school.[2806]

Level of educational attainment

In response to the "highly disturbed" behaviour of a group of girls in 1955, Principal K J Scotter removed them from the school, meaning they were unable to continue with the Correspondence School studies.[2807]

In 1978 Principal O T Ryan remarked that the position facing the school was "a little frightening" as there were in excess of 20 girls at fifth form level, yet the school was still classified as a primary school and was staffed by primary trained teachers.[2808]

In 1980 there was in incident where residential social workers were required to teach in the school while teachers were away with a 'flu virus. The Head Teacher commented that he expected criticism for the decision, but stated "I could not afford to bring unknown teachers into Kingslea because there wasn't any way I could give them the support that would be needed to enable them to survive."[2809]

[2800] Memo from M P Doolan, Principal to Director General, 25/1/80, Kingslea Education 2005013475.
[2801] M P Doolan, Principal to Director General, 25/1/80, Kingslea Education 2005013475.
[2802] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2803] J Peterson, Head Teacher to M P Doolan, Principal, 18/4/80, Kingslea Education 2005013475.
[2804] Report to the Minister of Social Welfare on Special Services – Schools on Social Welfare Residence Campuses, 1/8/92, Kingslea Education F5000006021151.
[2805] Schools on DSW Campuses Report, December 1992, Kingslea Reports F5000006021151.
[2806] Report to the Minister of Social Welfare, M P Doolan, 17/10/94, Kingslea Incidents F5000003144946.
[2807] Memo from K J Scotter, Principal to Headmaster, Correspondence School, 28/9/55, Kingslea Incidents 2005013472.
[2808] Memo from O T Ryan, Principal to Director General, 20/12/78, Kingslea Education 2005031475. The Director General for the Department of Social Welfare passed on the Principal's concerns to the Director General of Social Welfare.
[2809] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, appendix I, p 1.

The Head Teacher reported that girls sitting school certificate in 1980 received more resources than those who were not in the position to sit exams. He stated "perhaps we should concentrate our efforts and resources in more fruitful directions."[2810] He reiterated this point in 1984, commenting that "too big a slice of specialist facilities" was required to cater for the one or two girls sitting exams.[2811]

In 1981 the Head Teacher remarked that although he was opposed to granting school exemptions (having given only three in seven years), he was also realistic. He stated: "It is futile to expect some girls to go back to their home districts with the expectation that they will be successful on returning to school."[2812] He also commented that the school did not cater well for girls under 14 years old.[2813] The following year Kingslea created a class for younger residents, meaning the school could no longer offer a class for girls intending to sit examinations.[2814] Kingslea lacked maths and science teachers in 1982, and girls were discouraged from taking these subjects.[2815]

In 1982 the Head Teacher commented that stretched Education Department resources left the Department of Social Welfare bridging the gap.[2816] The Head Teacher reported stretched resources again in 1983, and remarked that Social Welfare continued to provide finance to some of the school's programmes.[2817]

The Head Teacher commented that most decisions in 1984 were made by the school staff and there were no regular visits or consultation with inspectors.[2818]

In [redacted] a report noted that Department of Social Welfare staff (including Kingslea Branch Manager P H Campbell) were unhappy with the schooling their residents were receiving at the school. The school Principal provided the Department and the school's Board of Trustees with a written answer to each of their concerns.[2819]

Absconding

In 1959 there was an incident where a young man was found in a resident's room in the Mabel Howard hostel. The resident's two roommates had absconded with the young man's friends. Residents of the hostel had been leaving a window open for the men to gain access to the building.[2820] The absconders were found that night, and three men were charged under the Child Welfare Act with having sexual intercourse with inmates, and helping the girls to abscond. The Principal commented that there had been a lot of trouble with boys and men entering the grounds and that staff were afraid to walk between the units at night alone. She

[2810] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, appendix I, p 3.
[2811] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, School Report, p 1.
[2812] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, appendix I, p 3.
[2813] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, appendix I, p 3.
[2814] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, appendix I, p1.
[2815] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, appendix I, p 3.
[2816] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, appendix I, p1.
[2817] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, appendix I, p 1.
[2818] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, School Report, p 2.
[redacted]
[2820] Memo from K J Ford, Principal to Superintendent, 20/1/59, Kingslea Incidents F021158/2003028572

made inquiries as to whether the legislation could be amended in order that they could more easily prosecute trespassers.[2821]

There were 14 absconders in September 1960. Principal K J Ford commented: "Fortunately in nearly every case they have had a very cold uninteresting time while they were out and they were all returned by the next day. This has been a good thing as it discourages the other girls slightly."[2822]

Incidents of absconding decreased sharply from 155 incidents in 1966 to 49 in 1969.[2823] There was then, however, an increase to 97 incidents in 1970. The Principal commented that the overall increase in 1970 was due to increasing number of girls absconding from Scottford House, and noted that absconding had increased in this unit due to very disturbed behaviour coupled with high numbers of staff changes and the absence of the housemistress.[2824] Absconding continued to increase in 1971, when there were 133 incidents, but dropped to 84 incidents in 1972.[2825]

In 1972 girls returned from absconding were placed in secure. Before this year they had been placed in Nightingale House and the Principal remarked it had been hard for the House "to provide a good therapeutic atmosphere for its girls while it also has the function of containing girls in isolation for varying periods."[2826]

Between 1972 and 1974 there was an absconding report form that was filled out each time a resident absconded. Staff were required to record the name and date of birth of the absconder; the date and time of the absconding; any other residents in their company; make notes as to possible whereabouts or further remarks. They were also required to record the time and method of notification of the Principal, parents, police and the district office. When absconders were returned, staff were required to record the time of return; who returned her; and notifications of the return.[2827]

Five girls absconded together from Kingslea in 1980. The incident occurred when one staff member was left to supervise two units alone, due to staff shortages. A staff member noted that staff were not blamed, and there had been no indication that the girls would abscond. He offered the explanation that "the weather was very warm and possibly the essences of spring were surging through their veins."[2828]

In 1980 the Principal advised staff that when residents absconded, the primary responsibility of the staff were the girls who remained behind, and that staff were not to leave the unit to search for the missing girls as it would leave the other residents poorly supervised. He also stated that from time to time it was necessary to restrain a girl in the Residence to prevent her from harming herself or others, or to bring her under control, but that staff were not to use any sort of force in public. If staff found an absconder and could not persuade her to return, they were to inform the police as the Principal did not want staff "struggling with girls in public" or "manhandling them into cars".[2829]

[2821] Memo from K J Ford, Principal to Superintendent, 27/1/59, Kingslea Incidents F021158/2003028572.
[2822] Memo from K J Ford, Principal to Superintendent, 4/10/60, Kingslea Staffing 2003028572/F021158.
[2823] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 35.
[2824] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, pp 9-10.
[2825] Kingslea Annual Report 1972. Kingslea Annual Reports 2005013670, p 16.
[2826] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 7.
[2827] See file F5000005627899 for examples.
[2828] B E G Pegler to Principal, 8/10/80, Kingslea Absconding 2005013475.
[2829] Kingslea Newsletter 1980/38, 21/11/80, Kingslea Absconding F5000005628258.

The absconding rates of girls in short-term care decreased from 108 incidents (involving 52 girls) in 1979 to 83 incidents (involving 39 girls) in 1982.[2830] The absconding rates of extended care girls, however, increased from 84 incidents (involving 44 girls) in 1979 to 129 incidents (involving 51 girls) in 1982.[2831]

In 1983 the Assistant Principal commented that most incidents of absconding were carefully planned and executed and there was little staff could so to prevent them. He noted that at there had been a rumour circulating around Keller residents that absconding led to discharge (following two incidents where this had occurred) and that in order to dispel this staff were emphasising that such decisions were based on individual need.[2832]

As of November 1983 Kingslea notified the parents of absconders directly, rather than through the field social workers as they had done previously.[2833] The procedure following an absconding in 1984 was to search the house first, and then inform the duty officer who would organise a search over the local area. The senior residential worker of the girl's unit would take over responsibility if the initial search failed to turn up the girl, and would organise further searches and stay in contact with the police. Kingslea would broadcast the missing girl's name and publish photos straight away if they believed she was in immediate danger, but otherwise would wait two or three weeks before taking this step.[2834]

On average, one short-term resident absconded every 2.4 days in 1983, absconding had increased from every 3.4 days in 1979. There was one extended care absconder every 1.4 days in 1983, which had increased from every 4.7 days in 1979.[2835]

The Principal commented that 1983 was an extraordinary year as "absconding reached new and worrying levels; several periods of unrest amongst the girls bit deeply into staff reserves of resourcefulness and the girls as a group were much more demanding, disgruntled and challenging than has been our experience of them in recent years."[2836]

In 1984 the *New Zealand Times* printed a letter (not on file) entitled "Treatment Angers Mum". Principal M E Judge responded in a letter to the Editor, stating that Kingslea staff put a lot of time and energy into locating girls who had absconded, and that staff had been told to "take the steps that they would want to see taken if the girl was their own daughter."[2837]

Between 1980 and 1986 staff were required to complete a 'Multiple Absconding Report' following incidents of group absconding. They were required to record the names of all absconders; the situation leading up to the absconding; the method of absconding; staff on duty; and if and when the duty officer was informed.[2838] Head Office required that these forms be provided to them if the girls were gone for periods

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[2830] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, appendix II, p 3.
[2831] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, appendix III, p 2.
[2832] V W Milner, Assistant Principal to Acting Director General, June 1983, Kingslea Absconding F5000005133784.
[2833] Memo from M P Doolan, Principal to Director General, 19/10/83, Kingslea Absconding F5000005133784.
[2834] M E Judge, Principal to Director, Nelson, 11/6/64, Kingslea Absconding F5000005133784.
[2835] Department of Social Welfare Institutions Analysis of Abscondings 1979-1983, date unknown circa 1984, Kingslea Abscondings F5000002186500, table D.
[2836] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486 p 1.
[2837] M E Judge to the Editor, *New Zealand Times*, 8/6/84, Kingslea Admissions F5000005133784.
[2838] See file F5000005133782 for examples.

of more than two hours.[2839] One such form indicates that in 1986 Kingslea had a policy of returning absconders into open units (rather than secure) if they returned within a few hours and were not intoxicated.[2840]

In 1985 a newspaper article read: "Rather than using fences and barriers to keep the girls in, the staff want to make Kingslea a place where the girls will want to stay. Those who do run away are not automatically punished."[2841]

In the year ended June 1992, 88% of residents had absconded during their time at Kingslea. This decreased to 73% the following year.[2842]

By 1994 the 'Absconding Notification Form' had been updated. The residential social worker had to complete the section regarding the personal details of the absconder; the supervisor recorded the details of the absconding and commented on the risk of danger to the community; and the Manager was required to make an assessment as to whether the incident could have been prevented.[2843]

Secure care

In 1965 there were violent outbreaks by some residents at Kingslea and, although the outbreaks had been fairly common that year, the secure facility was inadequate to cope with them. It was recommended to the Superintendent that the planned maximum secure facility was built without delay.[2844]

In 1970 and 1971 girls were admitted to Clinic for "persistent absconding, aggressive behaviour and for being very disturbed."[2845] The average length of stay in secure was 29 days in 1970[2846] and 32 days in 1971.[2847]

In 1978 a newsletter reminded staff that when placing residents in secure the emphasis was to be on the treatment of behaviour and the secure facility was not merely to be used as a punitive or isolation facility.[2848] The following week there was an article in "*The Star*" criticising the use of secure at Kingslea.[2849]

In 1979 the Kingslea secure unit was "opened" meaning that although the exterior remained locked, girls' rooms within the unit were left open. The Principal remarked that girls in secure remained basically room-based and movement though the unit had to be initiated by a staff member but girls could interact with other people in the unit. Rooms were locked for a maximum of 15 minutes during day shift if a girl left her room without permission or entered another girl's room. The Principal's permission was required to lock residents in their room for any period longer than 15

[2839] Kingslea Newsletter 1980/37, 6/11/80, Kingslea Absconding F5000005628258, p 3.
[2840] Multiple Absconding Report, 5/8/86, Kingslea Absconding F5000005133782.
[2841] "Kingslea the place where they make a fresh start", David Warner, *Ashburton Guardian*, 16/10/85, Kingslea Profile F002640.
[2842] NZCYPS Residential Absconding and Admission Figures 1991 to 1993, Kingslea Admissions F5000006021054.
[2843] See file F5000004607494 for examples.
[2844] Memo from D G Reilly to Superintendent, 21/10/65, Kingslea Staffing F021152.
[2845] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 7; and Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 5.
[2846] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 30.
[2847] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 23.
[2848] Newsletter 1978/12, 12/04/78, Kingslea Secure F5000005133786, p 2.
[2849] Kingslea Newsletter 1978/13, 19/4/78, Kingslea Secure F5000005133786.

minutes. The unit was opened to "de-emphasise the custodial (and punishment) nature of secure unit care and to emphasise its therapeutic, interventive possibilities."[2850]

Prior to the Strathmore House transfer it was decided that the new short-term care unit should have the use of two time out rooms which could provide a secure setting during the day. The main secure unit would be used for girls who needed secure care overnight.[2851] Following the transfer, the Principal commented that the time out facilities in the short term care unit were used for very short periods of time but were not used for secure care, as staff members felt they could not staff the area adequately.[2852] Accordingly the unit used the Clinic secure much more than had been envisaged. The Principal commented that "the unit is simply not up to the task, and increasingly, the remand function seems to be taking over" and that as a result, extended care girls who would have benefited from some time in secure were "denied the opportunity".[2853]

Principal M P Doolan commented in 1980 that changes had been made to the clinic programme to protect residents' individual rights and to create an environment conducive to personal growth and behavioural change. Upon admission senior staff were to decide the best way to manage a girl's behaviour and whether she could have her door unlocked or not. Her individual secure programme would be decided upon as soon as possible, after discussion with clinic staff, her own staff, and a senior residential social worker.[2854] Girls were not routinely locked in their rooms in secure, "only when they demonstrate an inability to handle the relatively 'open' conditions of the unit."[2855] At this point secure was used to accommodate girls who needed to be contained or controlled due to the fact that they were security risks or had violent outbursts; girls who required time out from their open unit; and girls who need a long period in a secure setting because their problems were so severe that intervention in an open unit was not "practicable, possible or even desirable."[2856]

In 1980 the Principal wished to build up a team of staff members for secure who would specialise in short term intervention.[2857]

Staff were reminded in 1980 that that due to the gravity of admitting a resident to secure, only the Principal was authorised to do so. No other staff members were entitled to admit, to decide to admit, or threaten to admit a resident to secure.[2858]

The secure unit was to have a quiet, peaceful atmosphere in contrast to the "noisy boisterous activity in the open unit."[2859] Girls who left their rooms without permission were locked in their room for fifteen minutes which could be extended at the discretion of the staff. Staff members could also decide to lock a girl in her room if she needed to be kept safe from injuring herself or others.[2860]

[2850] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 6.
[2851] Minutes of meeting held in Christchurch district office to discuss the closing of Strathmore Girls' Home, Ferry Road, and Transfer of existing service to Kingslea, using Howard Hostel, 29/11/79, Kingslea Complaints 2005033549.
[2852] Memo from M P Doolan, Principal, to Director General, 17/10/80, Kingslea Reports 2005013475, p 3.
[2853] Memo from M P Doolan, Principal, to Director General, 17/10/80, Kingslea Reports 2005013475, p 4.
[2854] Newsletter 1980/3, 5/2/1980, Kingslea Secure F5000005628258.
[2855] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 4.
[2856] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 7.
[2857] Kingslea Newsletter 1980/24, 16/7/80, Kingslea Secure F5000005628258, p 2.
[2858] Kingslea Newsletter 1980/37, 6/11/80, Kingslea Absconding F5000005628258, p 3.
[2859] "Guidelines for Program used in Clinic" author unknown, date unknown circa 1980, Kingslea Reports F5000000634789, p 1.
[2860] "Guidelines for Program used in Clinic" author unknown, date unknown circa 1980, Kingslea Reports F5000000634789, p 2.

In 1980 staff were reminded to be as thorough as possible when completing forms for secure admissions. Principal M P Doolan wrote in a weekly staff newsletter "the use of secure is a serious intervention, which should not be used lightly, and above all, must be justifiable." Staff were therefore required to state how they envisaged secure care would help the girl; what they hoped the secure staff could achieve; and why the behaviour could not or should not have been managed in an open house. At this stage the only person who could discharge a resident from secure was the Senior Residential Social Worker responsible for her programme, who would generally consult with the secure unit staff, open unit staff, and the Principal.[2861]

The Principal noted in 1980 that some residents were left in the secure unit longer than was necessary because it was considered desirable to return them to their house only when their own case worker was on duty. He commented that this could not continue and stated "movement of a girl out of Clinic has priority once it has been decided she no longer needs to be there."[2862]

In 1981 Principal M P Doolan commented that Kingslea was only able to operate as an open facility because it had a secure unit, noting "it was the establishment of a fully independent, staffed secure unit which enabled Kingslea to open up its residential unit."[2863] He did however note that there were issues with the types of buildings that had been designed for secure facilities, he remarked "it is difficult to see the Welfare possibilities of a building erected for seemingly Justice purposes."[2864] He stated that not all girls would need secure care during their time at Kingslea but that for the majority of girls "a supportive social work service is simply not sufficient to ameliorate their difficulties and bring about behaviour change."[2865] Staff stated at this time that they did not use secure care to punish a resident, but instead on "the basis of her need, or to procure her safety."[2866]

The Principal reminded staff in 1982 that the departmental policy required that unless there were substantial reasons why secure admission was indicated, admissions were to be directly into an open unit.[2867] The Principal reported in 1982 that the secure unit was not for dealing with naughty or bad girls, but "rather we are managing behaviour that results from excessively poor self esteem, from depressive and anxiety states, from extreme emotional lability and from personality and conduct disorders. In addition to managing the behaviour, we are learning to intervene in a planned way, to build new skills, enhance coping strategies, release emotional tension and raise self esteem."[2868] During this year the secure unit adopted a therapeutic programme, rather than the custodial role they had used in the past.[2869]

In 1982 a new review system for secure admissions was implemented at the request of Head Office. There was to be a review 72 hours after an admission to secure and another after five days. The Principal had the authority to extend the placement by up to 14 days but after this required permission from Head Office. Furthermore,

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[2861] Kingslea Newsletter 1980/24, 16/07/80, Kingslea Secure F5000005628258, p 2.
[2862] Kingslea Newsletter 1980/32, 1/10/80, Kingslea Secure F5000005628258, p 2.
[2863] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 5.
[2864] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 5. Emphasis is as appears in original document.
[2865] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 6.
[2866] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2867] Kingslea Newsletter 1982/38, 14/12/82, Kingslea Secure F5000005133784, p 4.
[2868] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, p 4.
[2869] M E Judge, Assistant Principal to Director, Social Work Training Centre, 11/3/82, Kingslea Staffing F5000004673601.

daily reviews were to continue.[2870] The new system resulted in intense scrutiny and review by people not directly involved in the situation, and this in turn reassured girls that the least restrictive treatment options would be used. The system gave girls a high degree of involvement in programme planning and decision making. For staff the scrutiny resulted in a greater pressure to work to deadlines, and more reviews amounted to more work for staff.[2871] Although there were increased numbers of girls in secure for periods of five days or more in 1983, the number of girls in secure for fourteen days or more reduced.[2872]

The average length of stay in secure between 1979 and 1983 dropped from 12.2 days to 3.9. However, it was noted that due to extra review requirements the length of stay was getting shorter but readmissions to secure were much higher than they had been.[2873]

Principal M E Judge commented in 1984 that the secure unit was no longer suited to its purpose, nor was it secure, and she hoped that a new facility could be built that would lessen the "prison-like punishing atmosphere". She also stated that it was "also difficult to create a therapeutic environment when safe supervision can only be maintained by girls spending most of their day in their individual rooms."[2874]

In 1984 the Senior Counsellor examined the correlation between repeated absconding and repeated admission to secure. He found a link between behaviour issues in the residence and the amount of times a girl ran away. He found that the group of girls who repeatedly absconded was virtually the same group of girls who were repeatedly placed in secure. He noted, however, that only one returned absconder in three was placed in secure, meaning 66% of absconding incidents were managed by staff through other means. Furthermore, he found that the repeated absconders were the same girls who were admitted to secure for behavioural incidents, meaning they were continually seen in secure but for reasons that two times out of three were other than absconding.[2875]

The Kingslea secure facilities were used by residents of the Opawa Group Home in 1984. One such resident was required to spend her time at Kingslea secure in her room, was not to have contact with other girls, and was required to eat her meals alone or in her room.[2876]

The secure senior residential social worker commented in 1985 that the secure beds were "increasingly fully in use" which he accredited to "the lowered overall experience of the staff team who have yet to build up skills to anticipate, defuse, or have a sufficient range of other strategies in their behaviour management repertoire."[2877]

There were numerous suicide attempts in the secure unit in 1985.[2878]

In 1985 a resident being admitted to secure concealed a lighter internally before she was searched, and quickly managed to set alight the mattress in her room. A

[2870] Kingslea Newsletter 1982/38, 14/12/82, Kingslea Secure F5000005133784, p 4.
[2871] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, pp 9-10.
[2872] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 11.
[2873] National Institutions statistics, 1979-1983, Kingslea Profile F5000002186500.
[2874] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, pp 4-5.
[2875] "Correlation between use of Secure Units and Absconding" Franz Kney, Senior Counsellor, 1/8/84, Kingslea Secure F5000003920984.
[2876] See admission forms on file F5000003920984.
[2877] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 6.
[2878] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 6.

Ministry of Works and Development staff member stated that the mattress was made of foam rubber and burned with "extreme rapidity", and noted that the use of this type of mattress was unsatisfactory.[2879] Following this incident Principal M E Judge ordered new "self-extinguishing" mattresses for all beds in the secure unit.[2880]

In 1986 some of the reasons given for the use of secure care were: in response to absconding; to prevent girls from absconding; to allow slow integration with peers; to give time to settle into Kingslea and develop a bond with staff; for drug use; to treat drug withdrawal; because girls were at risk of promiscuity or alcohol abuse; behavioural problems; and serious charges pending. One girl was held in secure to prevent her from using drugs while she was pregnant; another was placed there due to her disregard for her own health following surgery.[2881]

There were between 60 and 80 admissions to the secure unit each month between 1984 and 1987.[2882] In 1987 54% of stays in secure were for periods of 24 hours or less, and 88% were for periods of 7 day or less.[2883] There are many examples on files of requests and approvals for residents to be placed in secure for periods exceeding 14 days in 1986.[2884]

In 1987 a memorandum from Head Office stated that Kingslea would only accept admissions under the Children and Young Persons Act 1974 of those children who could legally be confined to secure care, should the need arise. Admissions would also be accepted under the Criminal Justice Act but secure care was not possible for these residents.[2885] Southern region staff requested that the Director General sought a High Court ruling regarding empowering legislation for secure care.[2886]

In 1987 the Southern Regional Office requested a report from Kingslea on the use of secure as time out or punishment.[2887] This followed a report from the Youth Law project which stated that Kingslea held 37 girls in secure for periods longer than three weeks in 1987. The report also stated that records kept by staff were "gravely deficient", noting that for one month there were no figures kept on numbers admitted to secure.[2888]

In 1987 an application to extend a resident's placement in secure care by a week to treat her for drug withdrawal was accepted. She had already been in the secure unit for over four weeks.[2889]

In the late 1980s auditors found deficiencies in Kingslea's use of secure and a document entitled "Use of Secure" was prepared for staff to use as a guide. Secure use was to be purposeful and continually justified and the facilities were only to be used as a last resort. A senior residential social worker had to approve all secure

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[2879] Fire Report, P S Barton for District Commissioner of Works, Ministry of Works and Development, 18/7/85, Kingslea Incidents F5000005133782.
[2880] Memo from J A Blair for Director General to Principal, 27/8/85, Kingslea Secure F5000005133782.
[2881] See files F5000003921145 and F5000005627898 for examples of secure admission reports.
[2882] Table 1 to unknown document, date unknown, Kingslea Admissions F5000004516500.
[2883] "DSW Residential Institutions Secure Care Statistics 1987" prepared by Monitoring and Evaluation Section Head Office, June 1988, Kingslea Reports F5000004606880, p 6.
[2884] See file F5000005133782 for examples.
[2885] Memo from V W Milner to all Directors, 25/2/87, Kingslea Secure F5000005627898.
[2886] Southern Region Field and Residential Management staff to Director General, 16/3/87, Kingslea Secure F5000005627898.
[2887] Memo from V Milner to Director, date unknown circa 1988, Kingslea Secure F5000004606880.
[2888] "Concerns of Youth Law Project as to secure care statistics 1987" author unknown, date unknown circa 1988, Kingslea Secure F5000004606880.
[2889] Certificate of secure care for each successive seven day period, 22/4/87, Kingslea Health F5000005627898.

admissions. Young persons had to be informed that they were being placed in secure and were required to walk there. If they remained noncompliant after three requests a minimum amount of physical force could be used to get them to the secure facility. Once there, staff were to ask them to turn out their pockets and remove jewellery, and then frisk them in order to search for dangerous items. Residents who were returning from absconding, had deliberately "orchestrated" their admission to secure, who were depressed or suicidal, or who were "intent on dramatic incidents and drawing attention to themselves" were required to undress before being searched. Upon admissions the "Secure Register" had to be filled out stating the grounds for placement and details of the proposed treatment plan. Residents in secure were to eat meals in their rooms only in exceptional cases. Supervised contact with other young persons was to be maintained, and family contact was to be encouraged. Reviews were to be completed after 24 hours, 72 hours, and seven days in secure.[2890]

There are contradictory statements about the capacity of secure in 1989.

A position statement in June 1989 stated that the secure facility had five residential social workers and one senior residential social worker per team, and operated on a staff to resident ratio of one to three, which was considered manageable. At this stage there were 15 beds in the unit but due to changes in the Residence, it was recommended that that the secure facility be reduced to 12 beds.[2891]

However, an Action Plan only a month that stated that in July 1989 secure provided co-ed services for up to nine young people at a time. The facility began to address issues identified in a Human Rights Commission report. The facility was to be developed in such a way that the judicial and special needs young people could be separated; positive programmes such as anger management or work skills were to be provided to supplement recreational programmes; secure was not to be used as a form of punishment; residents were only to be placed in secure when staff could identify the problems underlying their behaviour and proposals to address them; all staff were to receive behaviour and anger management training; young people were to have the reasons for their confinement communicated to them; and residents in secure were to take part in the daily review of their cases.[2892]

In 1989 an audit review noted that there had been a change in recruitment policy for secure staff, who from that point were employed specifically to work in secure rather than in the residence in general. The report requested that residents be given a copy of the Children and Young Persons (Residential Care) Regulations.[2893]

In 1989 residents from the open units were able to visit residents in secure. A complaint was made by a resident directly to the Director about inconsistencies in the rules.[2894]

The Christchurch Institutional Management Committee noted in 1989 that more male staff were wanted on the secure team due to the difficult and aggressive adolescents being dealt with at Kingslea. Director M E Judge informed the committee that secure

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[2890] "Use of Secure" John R Ware, A.D (Group Care) date unknown circa late 1980s, Kingslea Reports F5000004606880. The guidelines resulted from interpretation of the Children and Young Persons (Residential Care) Regulations 1986.

[2891] "Secure care – Kingslea Resource Centre Position Statement – as at 14 June 1989" author unknown, 3/7/89, Kingslea Secure F5000004516500.

[2892] "Secure Unit Kingslea Resource Centre Action Plan" July 1989, Kingslea Secure F500004516500, pp 9-11.

[2893] Audit Report, October 1989, Kingslea Reports F007702, p 9.

[2894] M E Judge, Director to Mr East and Mrs Radford, 30/10/89, Kingslea Secure F5000004602501.

staff were stressed as there was only one psychiatrist interested in working with adolescents, and also because the secure facilities were insecure.[2895]

In 1990 the secure unit was strongly linked to the Youth Justice programme and was used as a national resource in special cases.[2896] Internal auditors recommended that new open unit programmes be developed, planned and implemented so that they were more interesting and exciting than the secure programme in order to minimise use of secure.[2897]

In the early 1990s the secure facility could be used upon admission "if the supervisor is assured that the child or young person could not be managed in the unit because of his/her 'extreme acting out' behaviour."[2898] After admission, residents could be placed in secure if there was a risk of them absconding, and they had previously absconded from custody, and their mental, physical or emotional well-being was likely to be harmed if they absconded; and/or if there was a need to prevent the young persons from behaving in a manner likely to cause physical harm to themselves or others.[2899]

In 1991 it was noted that documentation in the "Secure Care Register" was sparse but that staff wrote detailed and specific grounds for admission and treatment plans in the residents' personal files.[2900] Admissions to secure during the night were required to meet statutory requirements, and needed to be authorised by the duty senior social worker.[2901]

From January to March 1991 there were 136 admissions to Kingslea secure, the longest containment was 64 days, the shortest was half an hour.[2902]

In 1993 the Kingslea secure unit was designated as the national secure facility for young people sentenced under the Criminal Justice Act.[2903] Responsibility for such residents remained with the Justice Department, and negotiation of admissions was carried out at head office level.[2904]

Physical layout

Five secure rooms were attached to the pre-existing clinic in 1952.[2905]

Secure facilities were extended again in 1968 when another eight rooms, activity rooms and a small classroom were added. A new clinic was also built at this point; it contained an office, doctors' rooms, a treatment room, a dental surgery, two two-bed wards and staff accommodation.[2906]

[2895] Minutes of Christchurch Institutional Management Committee, 6/3/89, Kingslea Secure ADM/1/1/10/3.
[2896] Audit Report, October 1990, Kingslea Reports F5000004603647, p 4.
[2897] Audit Report, October 1990, Kingslea Reports F5000004603647, p 9.
[2898] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2899] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606. This was staff interpretation of the Children, Young Persons and their Families Act 1989.
[2900] "Notes on Kingslea Secure" author unknown, 22/5/91, Kingslea Secure F5000005627897.
[2901] Minutes of night staff meeting, 5/3/91, Kingslea Staffing F5000004602521.
[2902] Kingslea Secure Unit Quarterly Report, 22/5/91, Kingslea Reports F5000005627897.
[2903] Internal Audit Report, November 1993, Kingslea Reports F5000004603647, p 4.
[2904] Internal Audit Report, November 1993, Kingslea Reports F5000004603647, p 6.
[2905] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 11.
[2906] A review of some of the changes in the Centre in the period 1942-1970, Mrs K J Ford (Principal), 1970, Kingslea Annual Reports 2005013670, p 11.

In 1978 the rooms were described as solid with "minimum appendages" to prevent girls from self harm or suicide attempts.[2907]

The Principal noted in 1983 that "the poor design features of the unit were glaringly obvious during the year, especially on occasions where suicidal behaviours were present amongst residents".[2908] He also noted that on two occasions loss of life or serious injury through immolation were only avoided through staff vigilance.[2909]

In 1983 the secure rooms were redecorated.[2910] Kingslea was planning at this stage for a new secure unit, the Principal commented that all sleeping accommodation must be in single rooms, and that as the girls would be in their rooms during the day the rooms were required to be of sufficient size and shape to accommodate a girl and an accompanying staff member. Furthermore, every room in which a girl could be contained by herself required a non-audible method of communicating that she needed staff attention.[2911]

There were 13 beds in the secure unit in 1985.[2912]

In 1988 plans were made for a new secure unit. It was noted that the existing unit was inadequate and unsuitable for the demands placed on it.[2913]

In the late 1980s a new secure unit was built and Kingslea staff were involved in its design. The new unit was designed to look and feel less like a prison than the previous unit. The doors were specially designed to look ordinary but still provide maximum security, and there were more windows. The outlook was improved, and the unit was visible to residents in the open units.[2914] When the new unit opened, a newspaper article noted that there were 16 beds, and the unit contained both high-security and medium security wings. There was also a library, an occupational therapy room, a games room and a dining room. The locking system was electronic.[2915]

Strip searches

In 1984 the Principal reported that over the previous few years all girls admitted to secure had been routinely strip searched. She noted that most staff and residents "felt uncomfortable at the arbitrary and compulsory nature of this procedure". It was thus replaced in 1984 with a declaration which every girl was required to sign on entering the unit, promising that she had no dangerous items on her, and handing any she did have to staff. The Principal commented "the benefit is that girls are

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[2907] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 9.
[2908] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 9.
[2909] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 9.
[2910] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 9.
[2911] Proposal for new secure care facility, M P Doolan, Principal, 26/5/83, Kingslea Secure F5000004606880, p 20.
[2912] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 6.
[2913] T M Comer for Director General to the Minister of Social Welfare, 23/2/88, Kingslea Secure F5000005133876.
[2914] C J Corsbie for Consultancy Branch Manager, Works Consultancy Services to Kingslea Director, 13/6/1990, Kingslea Reports F5000004606880.
[2915] "New unit for Kingslea", writer unknown, publication unknown, November 1989, Kingslea Profile F002640.

given a choice. The drawback is that they frequently abuse it." Dangerous articles found in secure included razor blades, knives, scissors, matches, and lighters.[2916]

Soon after routine strip searching was abolished, secure staff members noted that more contraband was going into the unit than previously, and girls were not taking the declaration particularly seriously. They recommended that the declaration system be retained but that if a resident broke the agreement she be strip searched each admission for the remainder of the term, and deprived of a privilege such as the loss of one television session. They also recommended that staff would reserve the right to strip search girls if they had particular cause for concern. Their recommendations were accepted.[2917]

In 1989 it was reported that staff were reluctant to send young persons out of the secure unit for programmes or appointments because every time they returned they were required to be strip searched. Although staff considered this an intrusion and noted that it took a lot of time, they also stated it was a "critical routine" as residents would often return with dangerous objects. Staff preferred appointments with the nurse, psychologist and the like to take place in the secure unit even though the facility was "not conducive to privacy".[2918]

In 1992 a resident complained about an incident where she was made to do star jumps during a strip search after refusing to lower the towel which covered her body. The staff member involved stated: "It is my understanding that when carrying out a strip search we view a naked body to ensure that no contraband is concealed on the person."[2919] The Acting Assistant Director, having read the complaint and the staff member's response, commented that there was nothing untoward about the search and that due to the serious nature of the contraband staff were correct to search for it. He recommended the search procedures be carried out thoroughly.[2920]

In 1993 the Branch Manager stated that all absconders were strip searched upon return. In an incident where a resident was not strip searched immediately upon return to secure, he was able to conceal a cigarette lighter on before the search and later set fire to the bedding in his room.[2921]

Programmes and education in secure

In 1970 the programme in secure consisted of daily physical education classes, school classes, sewing, rug making, art and reading. All girls attended the classes irrespective of whether they normally attended school.[2922] This continued in 1971.[2923] The Head Teacher commented in 1972 that the clinic school was valuable as it allowed girls to be taught in "almost ideal conditions." He wrote: "individual attention can be given to a degree not possible in the normal class. One of the most valuable by-products is that girls have time and opportunity for reading. Encouraging use is made of this."[2924]

[2916] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 16.
Report on the change to the strip search procedures for secure, 30/4/84, Kingslea Secure F5000005133784.[2917]
[2918] "Secure Unit Kingslea Resource Centre Action Plan" July 1989, Kingslea Secure F500004516500, p 17.
[2919] R E Pouaka, Night Staff to J Huston, Acting Assistant Director, 23/1/92, Kingslea Secure F5000004602501.
[2920] "File Note", John Huston, Acting Director, 23/1/92, Kingslea Secure F5000004602501.
[2921] Branch Manger Kingslea to Regional Manager Southern, 19/1/93, Kingslea Secure F5000004607495.
[2922] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 7.
[2923] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 10.
[2924] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 4.

In 1971 Principal K J Ford noted that girls in secure were regularly seen by a doctor and the Senior Counsellor.[2925] She commented in 1972 that "most of the activities available in the centre are now, or soon will be, available within the secure environment of Clinic."[2926]

In 1984 high numbers of girls in secure meant that staff were less able to complete any therapeutic work with them and were at times "only containing the girls".[2927]

Caseworkers were able to visit their residents in secure in 1986. They were required to log their visit in the secure duty book, and also to write notes pertaining to the visit in the girls' personal files.[2928]

When in secure care in the 1980s girls were often given a choice of activities to do in their rooms such as reading, a game, or schoolwork, and were allowed to have the radio turned on in their rooms outside of school hours. Any group activities had to take into account girls' individual treatment programmes, and were to be supervised by staff members at all times.[2929]

Internal auditors noted in 1989 that the school teacher had commented she was not sufficiently involved in the secure programme planning or reviews for long stays in secure. The Assistant Director Secure Care responded that opportunities for the teacher had been offered but not taken up.[2930]

In 1993 secure residents were able to use the swimming pool if staff judged the privilege was warranted, but could only swim one at a time and when escorted by staff members who were actively supervising.[2931]

Discipline

In 1962 a staff member at the Department of Education wrote: "I can think of no way we can help the staff at Burwood unless it be by employing staff who would not be afraid to retaliate when struck by a girl but that would mean a change of policy and could be dangerous."[2932]

A 1965 Woman's Weekly article mentioned that a girl who had been caught smoking was given the punishment of "silence till bedtime".[2933]

In the 1970s secure was used as a disciplinary measure. A document setting out the Kingslea policy on discipline read: "The secure unit is also used where aggressive behaviour may bring risk to other girls or where habitual absconding has

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[2925] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 6.
[2926] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 7.
[2927] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 14.
[2928] Memo from W Philp to all Unit Senior Residential Social Workers, 18/10/86, Kingslea Secure F5000005133876.
[2929] "Guidelines for Program used in Clinic" author unknown, date unknown circa 1980, Kingslea Reports F5000000634789, p 1.
[2930] Audit Report, October 1989, Kingslea Reports F007702, p 9.
[2931] Memo from Liz Nielsen, Manager Residences to all residential supervisors and all residential social workers, 12/10/93, Kingslea Secure F5000004602521
[2932] Memo from unreadable author to Mr Ferguson, 21/12/62, Kingslea Staffing F021158/2003028572.
[2933] "Burwood – Home to Girls Who Never Had a Chance" Dorothy Braxton, *New Zealand Woman's Weekly*, 15/2/65, Kingslea Profile F021155.

not been controlled. As much as possible, where curtailing freedom and liberty, the emphasis is on treatment and opportunity for self-fulfilment."[2934]

In 1975 a series of advice for staff in relation to discipline was printed in the weekly newsletters.[2935] Staff were reminded that whole groups should not be punished for what one resident had done and that discipline should be fair.[2936] They were reminded that the goal of punishment was treatment, and that punishments should be individualised.[2937]

In 1977 a staff newsletter set out some "important overall considerations" about discipline. Principal O T Ryan reminded staff of their role as leaders, and their "responsibility beyond affection". He advised them not to overuse any single punishment device and to construct a list of rules, remind girls of them as necessary, and change them when appropriate. He stated "keep your temper, depersonalise the situation, and be a model of self-control."[2938]

In 1978 Kingslea staff attempted to make similar demands of a girl as would be expected were she in the general community. Therefore at times girls were charged through the justice system "in order that she understands that the protection of the law is universal."[2939]

In 1981 staff stated that they sought to achieve behaviour management through fairness, consistency, warmth, trustworthiness, and genuine concern, and that they rejected practises which would degrade, dehumanise, punish, harm or humiliate girls.[2940]

Between 1987 and 1989 punishments issued to residents were logged in a punishment book. Staff were required to record the date and time the punishment commenced; the full name of the child or young person; the reason for the punishment; a description of the punishment; the name of the authorising staff member; the date and time the Visiting Committee was notified; the date and time the punishment ended; and the duration of the punishment.[2941] It appears that each house had its own punishment log.

Any use of restraints in 1991 were first to be approved by the Assistant Director or Director. If a situation arose where their approval could not be sought, the senior social worker was to contact either of them immediately following the incident.[2942]
It was decided also in this year that clients in the secure unit who assaulted staff members or other residents were to be formally charged, although exceptions could be discussed with those involved, the shift senior and/or the Assistant Director.[2943]

Night staff in 1991 could not hand out "consequences" for any disturbances or misbehaviour during the night; they were to note it in the diary and pass the information on to day staff. F Erickson, Acting Director, stated that consequences

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[2934] Treatment Procedure Kingslea, author unknown, date unknown circa 1976, Kingslea Reports F5000005133786, p 7.
[2935] See Kingslea Newsletters 1975/52-59 on file F5000005133786.
[2936] Kingslea Newsletter 1975/59, 3/12/75, Kingslea Punishment F5000005133786.
[2937] Kingslea Newsletter 1975/57, 19/12/75, Kingslea Punishment F5000005133786.
[2938] Kingslea Newsletter 1977/14, 14/6/77, Kingslea Punishments F5000005133786.
[2939] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 9.
[2940] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2941] See files F5000004065569, F5000004065568 and F5000004065572 for examples.
[2942] Memo from F Erickson, Assistant Director to all staff, 2/5/91, Kingslea Staffing F5000004602521.
[2943] Memo from M Young, SSW to unknown recipients, 29/8/91, Kingslea Secure F5000004602521.

were to be individual to each resident, and that the caseworkers and senior caseworkers were to retain "consistent and appropriate consequences when and where necessary".[2944]

In 1991 it was noted that staff used basing residents in their room (from 1/2 hour to 24 hours); locking residents in their room (from 1 hour to 24 hours); and placing residents on the work programme (from 1 hour to 4 hours) as punishments for residents in secure.[2945] The Assistant Director issued a memorandum to all staff stating that to plan to use the option of locking residents up was in contravention of the Regulations, and the option of a four hour or 24 hour lock following specific behaviour was to stop. Residents were only to be placed in their rooms until their behaviour was modified, and then they were to be released straight away. Staff were also reminded that the punishment book needed to be completed at the time of incident and signed by the young person, or if the young person refused, by another staff member.[2946]

In 1991 all punishments (as defined in the Regulations) were recorded in the punishment register at the time they were issued.[2947]

Physical punishment

There was no information available regarding the use of physical punishment at Kingslea.

Drugs, alcohol, and tattoos

In 1965, 48 of the residents had tattoos, 23 of whom had been admitted with them and 25 of whom who were tattooed for the first time while in residence.[2948] Principal K J Ford stated that any resident found tattooing herself or another resident had "one month added to her time in the Centre" and lost her first visit home.[2949]

In 1968 the Acting Principal commented that tattooing was unacceptable at Kingslea. She further noted: "If girls come in with them on or persist in disfiguring themselves in this way the responsibility for removing them is not undertaken by us except in isolated areas where it would appear necessary."[2950] (This policy had changed by 1980, see below).

In 1970 the Principal noted that although higher numbers of girls who had tattoos were being admitted, fewer girls were tattooing themselves while at the Home. Of the 62 residents admitted that year, 32 had tattoos.[2951] In 1971, 41 of the new admissions had tattoos. The Principal also commented that at this stage "another

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[2944] Memo from F Erickson, Acting Director to all Senior Social Worker Staff and all Night Staff; 10/1/91, Kingslea Punishments F5000004602521.
[2945] "Notes on Kingslea Secure" author unknown, 22/5/91, Kingslea Secure F5000005627897.
[2946] Memo from Fran Erickson, Assistant Director to all staff, 22/5/91, Kingslea Secure F5000005627897.
[2947] Kingslea Admission Pack, date unknown circa 1991, Kingslea Admissions F5000004602521.
[2948] No information is provided in relation to the remaining 10 residents.
[2949] Memo from K J Ford, Principal to Superintendent, 7/5/65, Kingslea Drugs and Smoking Archives W50481376 2006/8588. For more information on tattooing, see Drugs, Alcohol and Tattoos section.
[2950] Memo from I F Pedder, Acting Principal to Superintendent, 1/5/68, Kingslea Admissions F0211550.
[2951] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 24.

form of mutilation, the insertion of needles intra-muscularly" was occurring at Kingslea.[2952]

In 1977 there was reportedly a "spate of tattooing". The Principal commented that a lot of it was occurring while girls were missing from Kingslea, but that there was also some being done in the residence.[2953]

In 1980 the Principal commented that there were problems with a number of girls sniffing petrol, cleaning products, and inhalers. He urged staff to take all reasonable steps to ensure that products which could be sniffed were locked away.[2954] He also stated: "we place a lot of value on tattoo removal in the interests of rehabilitation, and it is a delight to see girls transformed by the removal of tattoos inflicted at a very unhappy phase of their lives."[2955]

In 1981 staff agreed to ensure that girls were protected from harmful materials, such as aerosols and lighter fluids, by making sure they were locked away when not in use. Another staff objective was to encourage the surgical removal of girls' tattoos at the shared cost of the resident and the Department.[2956]

In 1984 a number of girls requested the removal of their tattoos. The Principal commented that the allocation of money for professional services was in deficit, but requested extra funding for one resident. She believed this resident deserved special consideration as she had a good prognosis for rehabilitation; her tattoos caused her embarrassment and distress; she had worked hard to raise 15% of the cost of the surgery (as was required by Kingslea policy at the time); and the surgery would make it easier for her family to accept her back.[2957]

Principal M E Judge informed Head Office in 1984 that Kingslea had a lot of problems with solvent abuse, and that there had been several incidents where girls had become aggressive and violent. She commented that there were attempts to reduce the problem, such as an effort to limit access to solvents, but that the main effort remained "a social work one – aimed at reducing the need to sniff and facing girls with the likely consequences of continued sniffing."[2958]

In 1994 all resident outings were cancelled due to "the amount of glue and other substances on the property". Soon afterwards the Assistant Director commented that staff had assured her that the problem had been resolved, and she therefore reinstated outings. She did, however, issue a memo to residents warning them that if any more glue or substances were found on an individual, the next planned outing would be cancelled for all residents.[2959]

There were frequent reports in 1994 about drugs being used at Kingslea.[2960]

[2952] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 18.
[2953] Kingslea Newsletter 1977/10, 29/3/77, Kingslea Drugs and Smoking F5000005133786.
[2954] Kingslea Newsletter 1980/20, 17/6/80, Kingslea Drugs and Smoking F5000005628258, p 2.
[2955] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 5.
[2956] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[2957] Memo from M E Judge to Director General, 12/11/84, Kingslea Health F5000005133784.
[2958] Memo from M P Doolan, Director Residential Services to Divisional Director (Social Work), 19/4/84, Kingslea Drugs and Smoking F5000005133784.
[2959] Memo from F Erickson, Assistant Director to all Staff and Young People, 26/12/91, Kingslea Drugs and Smoking F5000004602521.
[2960] See files F5000004602501 and F5000004607494 for examples.

Smoking

In 1976 the weekly newsletter advised staff that smoking had been "reinstated" at the rate of three cigarettes per girl per day. Staff were only permitted to smoke in the duty rooms; however when girls were permitted to smoke staff could smoke with them.[2961] The next week's newsletter advised that staff were required to keep a list of all incidents of illegal smoking for a period in 1976 and the reports were to be discussed at a senior staff meeting. It was noted that until the meeting smoking was limited to three cigarettes per day and girls were required to declare all stocks of cigarettes and money.[2962]

In 1977 staff were asked in a questionnaire to advise of the rules surrounding smoking at Kingslea. The response was: "Legally – over 15 years – must buy out of pocket money. Limited to about 30 per week. Illegally – butts etc in the toilet."[2963]

The Principal commented in 1977 that some staff considered that when girls were off the property the smoking rules did not apply, and that certain staff members had given cigarettes to girls, including to some that were under 15.[2964]

In 1979 girls on the working programme at Kingslea were permitted additional smoking breaks at morning and afternoon tea, and otherwise only at times when all girls were permitted to smoke. Girls working off-site were permitted to take their cigarettes with them to work but were required to hand them in upon their return to Kingslea at the end of the day.[2965] Staff were asked not to smoke in situations where they were in confined spaces with residents who were not themselves permitted to smoke, such as in vehicles.[2966] Staff were also asked not to stamp out their cigarettes on the grounds as residents were retrieving the butts.[2967]

In 1980 a staff newsletter explained that each girl who smoked was issued 25 cigarettes per week. If a girl was "taken off" smoking the accumulated cigarettes were to be held for her until she went on day or weekend leave, until the end of term, or until discharge. Girls were charged for the cigarettes. The newsletter implied that girls under 15 years old were not permitted to smoke.[2968]

In 1980 the Principal stated that the rule was, and always had been, that girls were not permitted to smoke in secure. He noted however that residents in the secure unit on a long term basis, and who had no opportunities to smoke out side the unit, were at times allowed to do so under supervision.[2969]

[2961] Kingslea Newsletter 1976/27, 4/9/76, Kingslea Drugs and Smoking F5000005133786. There was no information as to why smoking had been banned or why it was reinstated.
[2962] Kingslea Newsletter 1976/26, 10/9/76, Kingslea Staffing F5000005133786.
[2963] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 2.
[2964] Kingslea Newsletter 1977/33, 1/11/77, Kingslea Drugs and Smoking F5000005133786, p 2.
[2965] Kingslea Newsletter 1979/27, 4/10/79, Kingslea Drugs and Smoking F5000005628255, p 3.
[2966] Kingslea Newsletter 1979/34, 27/11/79, Kingslea Drugs and Smoking F5000005628255.
[2967] Kingslea Newsletter 1979/35, 4/12/79, Kingslea Drugs and Smoking F5000005628255, p 2. This problem continued in 1980 – see, for example, Kingslea Newsletter 1980/9, 18/3/80, Kingslea Drugs and Smoking F5000005628258, p 3.
[2968] Kingslea Newsletter 1980/3, 5/2/80, Kingslea Secure F5000005628258. This was inferred from a statement that girls who were turning 15 during the week were to be included when calculating how many cigarettes would be included the following week.
[2969] Kingslea Newsletter 1980/28, exact date unknown circa August 1980, Kingslea Drugs and Smoking F5000005628258, p 3.

An article in a Canterbury University student publication in 1986 stated that residents over 15 were permitted to smoke, and smokers were issued three cigarettes each on weekdays and five per day on the weekends.[2970]

Residents attending school were not permitted to smoke during school intervals in 1987.[2971]

In the early 1990s residents under the age of 16 were not permitted to smoke. Residents 16 years of age and older could use their pocket money to purchase cigarettes. Residential staff were responsible for the supervision, supply and control of cigarettes and smoking times.[2972]

Contact with field social workers

In 1960 term reports for each resident were provided to district offices. The reports were amended at this stage to include the girl's record at school and attitude to school training (or her work record, and attitude to work training); and her relationships in the house with staff and other residents.[2973]

In 1963 Kingslea staff continued to provide field social workers with term reports, which the field staff noted were comprehensive and helpful. They stated that due to the staff turnover district social workers had not been in the habit of visiting their girls at Kingslea but would begin to do so.[2974]

In 1966 Kingslea also provided a shortened report for the field social workers to pass on to parents. Term reports were changed at this point so that a resident's housemistress/master, matron, and teacher, and the Kingslea nurse each wrote and signed a full report. Previously their reports had been summarised and signed by the Principal.[2975]

In 1968 Principal K J Ford commented that there were often lengthy delays in placing residents back into their districts, and commented that if the length of stays at Kingslea were shorter the field officers may be more likely to keep girls' placements in mind.[2976]

In 1970 child welfare officers escorted new residents to Kingslea. The Principal commented that this gave them an idea of the opportunities available to girls at Kingslea and the problems that faced girls in institutions.[2977]

[2970] "The 'in' scene", Wendy Beecroft, *Canta*, August 1986, Kingslea Profile F5000005133782.
[2971] Christchurch Boys Home School/Kingslea Girls Home School Integration Discussion Points, 30/9/87, Kingslea Drugs and Smoking F5000005627905.
[2972] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2973] Memo from Superintendent to Principal, 28/6/60, Kingslea Education 2003028572/F021158.
[2974] Memo from J L Hills, Acting District Child Welfare Officer to Principal, 20/5/63, Kingslea Contact with Social Workers F5000004607418.
[2975] Memo from K J Ford, Principal to Superintendent, 30/11/66, Kingslea Education Archives W5048/376 2006/8588.
[2976] Minutes of Augmented Head Office Staff Meeting, 13/11/68, Kingslea Contact with Social Workers 200323017.
[2977] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 27.

In 1978 Kingslea attempted to have the "greatest co-operation possible" with home districts, recognising that treatment options and eventual success could be jeopardised without it.[2978]

In 1980 staff encouraged girls to contact their field social workers while they were on home leave, and look to them for support if any difficulties arose.[2979]

Before making plans for girls' home leave in 1980, Kingslea staff would contact the district social workers with their holiday ideas for the girls. The field social workers were required to either approve the proposal, or offer an alternative suggestion.[2980] In 1981 Kingslea staff urged field social workers, in situations where home leave was inappropriate due to home circumstances, to find an alternative place for the girl to stay. The Principal stated that this was with the view of placing the girl back in the district after discharge, and commented "even if a visit is only for a few days it is often vital for the continuing commitment a girl will give her programme here."[2981]

In 1982 due to the changes that had taken place at Kingslea, senior staff visited districts to acquaint field social workers with Kingslea practises and ensure optimal use of the facility.[2982]

It was reported in the 1984 Annual Report that some field social workers treated Kingslea merely as a "holding pen" making arbitrary decisions without consulting the residential social workers. Conversely, others involved the residential social workers in extensive collaboration in working towards re-establishing girls back into the community.[2983]

In the early 1990s staff recommended that field social workers and parents or caregivers accompany residents when they were admitted to the Care and Protection unit, so the new resident would feel less intimidated and would settle in more quickly.[2984]

Contact with community

In 1950 the Superintendent asked the Christchurch City Council not to use the land adjacent to the Centre as a temporary caravan park as "presence of a changing population of visitors at such close quarters could present a constant temptation to some in the girls in residence to abscond and misbehave."[2985]

In 1961 Principal K J Ford wished to instigate community interest in the residence in order to develop programmes that she had witnessed in institutions overseas. She stated "The public attitude to training centres in New Zealand is inclined to be critical

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[2978] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628255, p 7.
[2979] Memo from M E Judge, Principal to Assistant Director (Social Work) 3/4/1980, Kingslea Contact with Family F500000925867.
[2980] For examples see file F5000000925867.
[2981] Memo from M E Judge, Assistant Principal to Assistant Director, Social Work Dunedin, 30/10/1981, Kingslea Contact with Families F500000923180.
[2982] M E Judge to Director, Dunedin, 29/3/82, Kingslea Contact with Social Workers F5000000923180.
[2983] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, Keller Report p 3.`
[2984] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.
[2985] L G Anderson, Deputy Superintendent to the Town Clerk, Christchurch City Council, 24/5/50, Kingslea Contact with Community F5000004607418.

rather than helpful. Ours is a community job. We are trying to produce good citizens and we need the full cooperation of the community to do so."[2986] She asked local ministers to invite members of their congregation to visit the residence at Christmas and New Year's Eve, and commented afterwards that she was amazed and encouraged by the fact that there were more visitors present than there were residents. She stated that the visits from the community were a "great help" over an unsettled period.[2987]

Following the success of the Christmas and New Year's Eve visits, in 1962 the 'Burwood Social Club' was established. The group was split into four, and each smaller group 'adopted' one of the units. A newspaper article reported that members of the Club visited residents and took part in games and singing, occasionally brought speakers to talk with the girls, and at times invited the girls to their homes. The Principal stated: "This kind of public interest is of vital importance to our work. It helps the girls feel less isolated, it breaks down the wall of division between the trainees and the outside community and builds up their self-respect."[2988]

In 1968 Kingslea had regular visits from community and church groups. Principal K J Ford stated that the visits contributed an important part of a girl's rehabilitation and that the "friendliness and interest of these voluntary visitors help give a trainee belief in herself and confidence."[2989]

In 1970 youth group members from various churches visited Kingslea on Sunday evenings. They joined residents for a meal followed by discussion.[2990] Chaplains from local churches also visited the girls, and arranged for women from their congregations to visit fortnightly.[2991] This continued in 1971[2992] and 1972.[2993] Staff members from Kingslea in 1970 spoke in churches and clubs at times as a means to keep the community informed.[2994]

In 1974 Kingslea had increasing contact with other secondary schools in Christchurch for both educational and sporting reasons. Kingslea teams competed locally in six different sports, and some residents attended local schools.[2995]

Residents had contact with the community through some church involvement; 'frequent and various' recreational activities; teams in netball, basketball and softball competitions; and interschool competitions in 1977.[2996]

In 1978 some families in the Christchurch community volunteered to befriend a resident each and include her in their "family circle". They would visit her at Kingslea, keep in contact by phone and have her for day or weekend leave. This was instigated because isolation from the community was seen to be a negative aspect of institutionalisation. The interaction with the families was intended to give

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[2986] "Public urged to help training centre work" writer unknown, *The Press*, 9/12/61, Kingslea Contact with Community F021158/2003028572.
[2987] Memo from K J Ford, Principal to Superintendent, 6/2/62, Kingslea Contact with Community F021158/2003028572.
[2988] "Community participation introduced at centre", writer unknown, *The Press*, 27/11/62, Kingslea Contact with Community F021158/2003028572.
[2989] "Absconding from Institutions", writer unknown, *Christchurch Press*, 19/10/68, Kingslea Admissions F021155.
[2990] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 20.
[2991] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 26.
[2992] Kingslea Annual Report 1971, Kingslea Annual Reports 2005013670, p 19.
[2993] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 9.
[2994] Kingslea Annual Report 1970, Kingslea Annual Reports 2005013670, p 24.
[2995] Memo from O T Ryan, Principal, to Director General, 13/12/74, Kingslea Profile 2005013475.
[2996] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 3.

girls the opportunity to have a break from Kingslea which allowed "a sense of proportion to be brought back into the everyday living situation." The visits were also aimed at allowing girls to witness ordinary family interactions. Acting Assistant Principal M E Judge commented that not all girls could respond to the "close personal relationship" involvement with a family brought, and for those girls Kingslea endeavoured to create less demanding community contact such as membership in groups, clubs and teams.[2997] This programme continued in 1980.[2998]

In 1981 girls were given the opportunity to join outside organisations and cultural groups, as well as sports clubs. In order to improve community contact outings were limited to groups of two or three girls; staff rejected large group outings as a means of fostering community contact. Staff encouraged regular contact with male peers by enrolment at co-educational schools; joining local groups; regular scheduling of dances and discos; and age appropriate contact with boyfriends both on and off campus.[2999]

In 1984 in response to a high proportion of Maori and Pacific Island residents, Kingslea increased contact with Maori and Pacific Island groups from the local community.[3000]

It was noted in the 1984 Annual Report that it was important that girls not feel isolated from the wider community after admission to Kingslea, and that Residential Social Workers maintained community links by taking girls out of Kingslea on a regular basis in small groups "as a normal family would go on outings to picnic or roller skating etc."[3001]

Nine local people volunteered at Kingslea during 1985, one as a remedial reading assistant and the remaining volunteering to cover staff breaks, cover reception duties, and greet and visit the residents.[3002]

In 1987, as Kingslea prepared to accept male residents from the closed Christchurch Boys' Home, local Burwood residents formed a committee they called the "Residents Action Group". They were concerned about the impact of admitting boys to Kingslea and about the staff to resident ratios. They wanted to be consulted about onsite building developments, and to be informed of the supervision arrangements (particularly for off-campus outings). They stated there was a need to balance the rights of the community with the rights of the Kingslea residents.[3003] Many of them were worried that the boys would pose a threat to them, their families and their property.[3004] The Regional Director nominated an officer to work with the group and requested the Principals of Kingslea and Christchurch Boys' Home to organise a meeting with them.[3005] The meeting went ahead, and the outcome was an agreement that local residents and the Principals would meet once a month to discuss concerns and share information, and the local residents would contact

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[2997] Memo from M E Judge, Acting Assistant Principal to Assistant Director (Social Work), 31/7/78, Kingslea Contact with Community 2005013475.
[2998] Kingslea Newsletter 1980/34, 16/10/80, Kingslea Contact with Communities F5000005628258.
[2999] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784.
[3000] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, p 14.
[3001] Kingslea Annual Report 1984, Kingslea Annual Reports F5000004606486, Keller Report, p 1.
[3002] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 14.
[3003] E R Brussovs, Representatives of Residents Action Group to Director General, 17/7/87, Kingslea Profile F5000005627905.
[3004] Minutes from Shirley Neighbourhood Support Groups meeting, 22/9/87, Kingslea Profile F5000005627905.
[3005] T M Comer, Regional Director to E R Brussovs, Residents Action Group, 6/8/87, Kingslea Contact with Community F5000005627905.

Kingslea if they had immediate concerns regarding youngsters' behaviour in and around their property. The Residents Action Group also decided that they would nominate two of their group for membership of the Institution Management Committee "as a way to more formally participate in the life of Kingslea and develop an active neighbourhood community ethos which includes Kingslea."[3006]

In 1989 the Christchurch Golf Club complained about damage to their property by Kingslea residents. Manager G D Reid requested that Kingslea cover the costs of the many break-ins and thefts that had occurred, and informed the Principal that the club would be laying complaints with the police in respect of the latest incident. In reference to discussions held with local residents and community groups prior to the integration of Kingslea and the Boys' Home, the Manager wrote "the assurances given to residents were but hollow promises..."[3007] The Principal replied that the period since the merger of the two institutions had been a difficult one due to loss of staff, as well as trying to bridge two staff and management cultures and philosophies. She stated Kingslea was "still confident that longer term the higher risk to neighbours in this area should not be much greater than in the general community", noting that the crime rate in the area had not risen since the merger and that residents had become easy targets for blame. She did, however, agree to Kingslea meeting any difference between insurance paid and actual cost incurred, although remarked that this was not an ongoing obligation as the Director General was not responsible for the torts of his wards.[3008]

Media interest

There were several 'Letters to the Editor' in 1968 about Kingslea and what it offered its residents.[3009]

Channel One filmed a documentary about Kingslea in 1979 in which they featured a previous resident 'made good' as well as residents still admitted. The producer noted that the documentary could dispel the myths which surrounded Girls' Homes.[3010] Staff members discussed the pros and cons of appearing in the documentary with girls and their families, and consent was required before any residents were filmed.[3011]

The television programme 'Viewfinder' aired an episode about life at Kingslea in 1985 which the Principal noted was good quality film but only lasted 10 minutes and "hardly warranted the time given to its preparation."[3012]

[3006] Memo from Vaughan Milner for Regional Director to Director General, 28/8/87, Kingslea Contact with Community F500005627905.
[3007] G D Reid, Manager Christchurch Golf Club to M E Judge, Principal, 10/5/89, Kingslea Contact with Community F5000003920983.
[3008] M E Judge, Principal to G D Reid, Manager Christchurch Golf Club, 15/5/89, Kingslea Contact with Community F5000003920983.
[3009] See for example, W A Craig to the Editor, *Christchurch Star*, 27/4/68, Kingslea Contact with Community Archives W50481376 2006/8588.
[3010] P Jones, Director TV1 Documentary Unit to Mr J Callahan, Director General, 23/4/79, Kingslea Profile F5000000925867.
[3011] S J Callahan, Director General to P Jones, TV1 Documentary Unit, Kingslea Profile F5000000925867.
[3012] Kingslea Annual Report 1985, Kingslea Annual Reports F5000004606486, p 10.

Visiting Committees

There was a Visiting Committee in 1980 with four members that maintained regular contact with Kingslea. The Principal believed the Visiting Committee was working effectively.[3013]

The Principal commented that the Visiting Committee was "largely defunct" in 1981, stating that although the Chairperson had maintained her interest and contact, the rest of the committee members had not.[3014]

The Principal noted that the Visiting Committee was "moribund" for most of 1982 and would be phased out in 1983. He commented that it was an "enduring frustration" that the committee members had not taken their duties as seriously as they might.[3015] Due to a change in legislation, the Visiting Committee was not phased out as planned, and all Committee members were reappointed. The principal noted improvement in the new committee in 1983. At this stage girls who complained of being treated unfairly were encouraged and assisted to contact a committee member.[3016]

In 1986 the Visiting Committee had four members. The weekly "Kingslea bulletin" was provided to committee members and they visited the home over the year. The Chairman commented "the girls at Kingslea seem well aware of the existence and the purposes of the Visiting Committee and on three occasions have communicated directly with committee members." He noted that the residents seemed satisfied with being given the opportunity to air their grievance, but that the committee member was satisfied on each occasion that the girls "had not suffered any real injustice and each particular circumstance had a reasonable explanation." The Chairman was impressed with the facilities and staff at Kingslea.[3017] The Committee was contacted frequently by girls during 1986; the Principal commented that "mostly this has been in a manipulative way... We are also needing to work with the Visiting Committee, so that they understand the girl's behaviour and also the basis for our treatment goals for the girl."[3018]

In 1987 the Visiting Committee had only two members. In the Annual Report to the Minister of Social Welfare, the Chairperson commented that the two members had kept up regular visits, and noted that there had been two direct approaches by residents who had questions about privileges and discipline, and the complaints were resolved. He reported that many staff members had had doubts and anxieties about the amalgamation of the Boys' Home on the Kingslea campus.[3019]

[3013] Kingslea Annual Report 1980, Kingslea Annual Reports F5000004606486, p 6.
[3014] Kingslea Annual Report 1981, Kingslea Annual Reports F5000004606486, p 12.
[3015] Kingslea Annual Report 1982, Kingslea Annual Reports F5000004606486, p 6.
[3016] Kingslea Annual Report 1983, Kingslea Annual Reports F5000004606486, p 12.
[3017] P D Dunbar QSM JP, Visiting Committee Chairman to Minister of Social Welfare, 20/6/86, Kingslea Reports F5000005133876.
[3018] M E Judge, Principal, to Director General, 23/9/86, Kingslea Reports F5000005133876, p 4.
[3019] P D Dunbar, Visiting Committee Chairman to Minister of Social Welfare, 30/6/87, Kingslea Profile F5000006661405.

Contact with families

Up until 1960 there were no formal provisions for home leave for girls in the residence. The Superintendent wrote that "a child is sometimes permitted to return home for a brief holiday but the reason is usually a wedding or other celebration or the serious illness of a parent. The privilege has been a haphazard one..." He requested the establishment of a home leave policy for residents in training centres, and recommended all residents be permitted to go home for a short period nine months after admission, provided their behaviour justified this.[3020] The policy was approved, subject to the condition that at least six months had elapsed since the resident's last serious incident. Furthermore, periods of leave were to be staggered in order to prevent the risks of residents associating and getting into trouble together while away. The Superintendent commented that as well as being a useful incentive, the visits would help residents view their home situations more realistically, and would help staff assess the suitability of the resident returning home upon discharge.[3021]

In 1960 a letter was sent to residents' parents stating that the only times a girl could receive parcels were at Christmas, Easter and her birthday, and that parcels sent at other times would be returned. The writer commented that this was because it would be unfair "if some girls have parcels sent in while others have neither letters nor gifts." The letter to parents stated: "What does help the girls, is to get regular and frequent letter from home... if in your letters you advise her always to try and do what is asked of her cheerfully and willingly, there is no reason why the future should not be a happy one."[3022]

In 1965 the requirements were changed so that residents could be granted home leave after four months residence, although the Superintendent commented that this was strictly a minimum and "only those who have made a most favourable response should be permitted home leave after such a short period of training." The period a resident had spent in a family home prior to her admission to Kingslea was not included in the four months. [3023]

In 1969 residents who attended the school were not granted home leave for the August school holidays as staff did not want the school girls "to be treated as a privileged group". [3024]

In the 1970s Kingslea sent a letter out to parents of new residents which gave a physical description of the grounds, set out the educational and recreational programmes offered to girls, and explained some of the contact parents could have with their daughters.[3025]

In 1972 Kingslea staff requested that residents' home leave periods be extended to two weeks. They noted that the most important of Kingslea's roles was to "give girls an awareness of the difficulties they must face and overcome in the normal

[3020] Memo from C E Peek, Superintendent to the Hon. M B Howard, 19/9/60, Kingslea Contact with Families F021158/2003028572.
[3021] Circular Memorandum 1960/49, 21/10/60, Kingslea Admissions F021158/2003028572.
[3022] Letter sent to residents' parents, writer unknown, 21/12/60, Kingslea Contact with Families F021158/2003028572.
[3023] Circular Memorandum 1965/21, 16/3/65, Kingslea Contact with Families Archives W5048/376 2006/8588.
[3024] Memo from K J Ford, Principal to Superintendent, 30/12/69, Kingslea Contact with Families Archives W5048/376 2006/8588.
[3025] Sample letter sent to parents, O T Ryan, Principal, circa 1977, Kingslea Profile 2005013475.

community". They believed this could only be achieved with longer and more frequent visits home, as when home leave was limited girls became too dependant on the Institution.[3026] The request was granted. The rules that disallowed home leave within less than six months of a resident's last serious offence, and required the resident to have been in the Home for more than four months, were also both abolished.[3027]

There were increased amounts of home leave in 1972, the Principal was of the belief that it was unrealistic to assume that simply because a resident was doing well at Kingslea she would also do well at home, and it was therefore necessary for girls to face their "real problems" during the course of their training.[3028]

Girls were able to "buy" phone calls with their pocket money in 1976.[3029]

Residents' incoming and outgoing mail was censored in 1977. Staff noted that residents were aware of this and that the censorship relaxed as staff got to know the girl and her correspondents.[3030] Kingslea would accommodate residents' parents who wished to visit for a meal or an overnight stay, and would meet them at the train station or airport. Staff noted that whole families were encouraged to visit and stay, and a furnished house was available.[3031]

In 1978 the role families could play in helping residents was recognised and family counselling was increasingly offered. Out-of-town families were encouraged to visit, and were not charged for staying in the accommodation provided at Kingslea. In instances where a visit from family was considered crucial, Kingslea could apply for finance to help cover the cost of the trip for the family.[3032]

In 1978 the Acting Assistant Principal commented that although many girls were interacting with families in the community, Kingslea's major responsibility for each resident was still "the rebuilding of her permanent relationship with her own family wherever this is at all possible."[3033]

In 1979 Principal M P Doolan advised staff that home leave was granted to girls at his discretion and as such should not be used as a bargaining tool. He stated that previous abscondings would be one of the factors taken into account when considering home leave, but that home leave would not necessarily be forfeited on account of absconding. He also stated "staff are never to threaten a girl with the loss of home leave if she behaves a certain way, although one can point out to girls that loss of home leave is one of the possibilities they face if their response is poor."[3034]

In 1980 staff were advised by the Principal to make the most of family visits to Kingslea as an opportunity to work with the family unit.[3035]

[3026] Memo from unknown writer to Director General, 3/7/72, Kingslea Contact with Families Archives W5048/376 2006/8588.
[3027] Notes to be included in a circular memorandum under Social Work, date unknown circa 1973, Kingslea Contact with Families W5048/376 2006/8588.
[3028] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 10.
[3029] Newsletter 76/17, 8/6/78, Kingslea Profile F5000005133786.
[3030] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 2.
[3031] Questionnaire sent to National Institutions, 1977, Kingslea Admissions 2005013475, p 3.
[3032] "The Philosophy of Residential Care at Kingslea", author unknown, August 1978, Kingslea Reports F5000005628256, p 7.
[3033] Memo from M E Judge, Acting Assistant Principal to Assistant Director (Social Work), 31/7/78, Kingslea Contact with Community 2005013475.
[3034] Newsletter 1979/33, 20/11/79, Kingslea Contact with Families F5000005628255.
[3035] Kingslea Newsletter 1980/17, 28/5/80, Kingslea Contact with Families F5000005628258.

One of the objectives for Kingslea in 1981 was to "maintain and improve a girl's contact with her family and significant others, and enhance her capacity to relate effectively in the community." Girls were generally permitted three periods of home leave per twelve months in the Residence, and home leave was not to be restricted as a disciplinary measure. Staff noted that Kingslea would be open over the holiday period and girls could be returned if problems arose.[3036]

Mail censorship ceased at Kingslea in 1980. Principal M P Doolan stated however, that staff would retain the right to open a girl's mail in her presence if they had reason to be concerned about the nature of the correspondence, and that they would continue to inspect the contents of parcels.[3037]

In 1985 Principal M E Judge commented that 20 of the 41 extended care girls were left without their May holiday arranged, or arrangements made that appeared inappropriate. She strongly recommended "that all social workers with girls in Kingslea consider options for all holidays so that remaining at Kingslea through lack of alternatives does not occur."[3038] Kingslea continued to provide accommodation for parents who wished to stay onsite. There was constant demand for the accommodation and at least two weeks notice was required for requests.[3039]

In the early 1990s staff recommended that field social workers and parents or caregivers accompany residents when they were admitted to the Care and Protection unit, so the new resident would feel less intimidated and would settle in more quickly.[3040]

In the early 1990s, staff noted that from the day a Care and Protection resident was first admitted, plans were made for her discharge back to family, and it was therefore vital to use every available opportunity to involve the family in the rehabilitation process, and in making plans for the residents. Staff recommended that new residents were accompanied by their parents when first admitted. Family visits were considered important while young persons were in residence and could be negotiated with case workers. Residents' families could stay in flats at Kingslea for $30 per night. Meals were not provided and families were expected to make their own way to and from Kingslea. Visits from those other than family members had to be approved by the Field Social Worker. Families could call residents at any time; friends could call with case workers' approval. Young people were encouraged to write to their families, and staff did not read incoming or outgoing mail.[3041]

In 1992 staff informed contributing districts that limited accommodation was available at Kingslea for parents and whanau of residents from outside the Christchurch area. The home district was responsible for covering the costs of the family's travel and the Kingslea accommodation which was $30 per night. Residential social workers had discretion as to determining the terms of the visit.[3042]

[3036] "The practice of residential care at Kingslea Christchurch" compiled by Kingslea staff, August 1981, Kingslea Profile F5000005133784. For more information on staff views on discipline at the time, see Discipline section.

[3037] Kingslea Newsletter 1980/8, 13/3/80, Kingslea Contact with Families F5000005628258.

[3038] M E Judge, Principal to the Director (Social Work) Dunedin, 11/6/85, Kingslea Contact with Families F5000000923404.

[3039] Notes for inclusion in the next General Circular Memorandum, 22/4/85, Kingslea Profile F5000005133782.

[3040] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.

[3041] Care and Protection Unit document, untitled, author and date unknown, circa early 1990s, Kingslea Reports F5000003759606.

[3042] Memo from F Erickson, Manager to Manager (NZCYPS) of all contributing districts, 2/6/92, Kingslea Contact with Families F5000000923407.

Preparation for discharge and after care arrangements

A newspaper article from the 1960s stated that once the girls were living in the hostel (the last unit before discharge) staff would start to attempt to find them a job, and that this was "a task not as easy as it used to be, for employers are demanding higher standards of education all round." Girls would also be sent to stay with their parents or guardians prior to their discharge to decide whether or not they wanted to return to that environment.[3043]

The Principal noted in 1974 that there was a need for guidance and assistance from specialised officers upon residents' discharge from Kingslea.[3044]

In 1986 Principal M E Judge wrote to the Director General requesting an exemption from the rule that staff members could not board Wards. There was a resident who had been ready for discharge for a year but remained at Kingslea due to the lack of an appropriate alternative. She had formed a "healthy open attachment" to a residential social worker, and the social worker had requested that the girl board with her family.[3045]

[3043] "Jobs found for girls at end of period of training", Dorothy Braxton, *Christchurch Star*, date unknown circa 1963, Kingslea Programmes F021158 2003028572.
[3044] Kingslea Annual Report 1972, Kingslea Annual Reports 2005013670, p 5.
[3045] Memo from M E Judge, Principal to Director General, 18/8/86, Kingslea Profile F5000005133876.