

**Catholic Education Centre**

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COPY

ADD/DCW/LETTERS/HAMAM

Mr Claude Hamam
 23 Woodlea Drive
 ABERFOYLE PARK SA 5159

Dear Claude

I understand that you are considering standing aside from your current position as Principal at Tenison Woods Catholic School pending the outcome of my enquiry into your conduct as principal of St Ann's Special School relating to allegations that a former member of staff of St Ann's Special School sexually abused students of that school whilst you were principal.

I confirm that should you stand down I will maintain your salary and conditions (including on-going professional development) during the time of the enquiry and place you in a position suitable to your skills which:-

- 1 may involve membership of a school leadership team;
- 2 may involve classroom teaching duties;
- 3 if the position includes leadership responsibilities, will not extend to acting principal duties in the absence of the principal of the school; and
- 4 may be within the Catholic Education Office.

I will let you know how we propose to advise the Tenison Wood community and the school community in which you will be placed of your new position.

My enquiry will continue to examine your actions and responsibilities as Principal at St Ann's Special School as they related to the allegations of sexual abuse. Without intending to limit the scope of the enquiry, the matters of specific concern include:

- your policies and the extent to which you implemented them in obtaining police reports on applicants prior to the employment of the alleged offender and staff generally;
- the opening, keeping and the present whereabouts of important records, documents and personnel and other files relating to the alleged offender and the allegations of sexual abuse;
- contact made with others including members of staff at St Ann's, the CEO and members of the Management Board and the Board of Governors, and advice that you may have received regarding the allegations; and
- interviews with (and any subsequent follow up calls from) parents at the time or since the allegations were raised.

I aim to conclude my enquiry by the end of term one or as soon as practicable after that date. Subject to the outcomes from my enquiry, I will decide on matters relating to your continuing appointment in Catholic Education.

My proposal regarding ongoing employment, salary preservation and time-line is related to my enquiry into the matters which I have articulated and which focus on your conduct as Principal of St Ann's. They are not related to any other enquiries into the allegations. If any other issues relevant to your conduct as principal of St Ann's arise out of those other enquiries I reserve the right to review your position.

In the meantime continuing pastoral support is available through REDACTE and through ACCESS Counselling Services (Catholic Education Staff Assistance Program). ACCESS Counselling Services can be contacted on 1800 812 300 or on 8210 8102.

I also confirm that the Catholic Education Office will cover your legal fees related to my enquiry into your conduct subject to there being no finding that you have been guilty of a serious criminal offence.

Please advise me of your decision as to standing down by 9am on Wednesday 23rd January 2002.

With best wishes

Yours sincerely



ALLAN DOOLEY
DIRECTOR

22 January 2002