

EXHIBIT I

COPY OF ORIGINAL ATTACHED

Friday 22nd November  
1991

Dear Andrew,

I write with regret to say that I must terminate your service with the school at the end of 1991 (effective 31-12-91). In lieu of notice payment of a lump-sum equivalent to your salary for three months will be paid to you at the time of severance.

In late 1990 I drew to your attention in person and by letter that your dealings with a boy and his family were such as to be unwelcome and distressing. I pointed out that this was (to my knowledge) the third such relationship which had required some intervention from the school administration because of concern expressed by pupil and family. It was explained that the relationships in question were interpreted as being homosexual, that they undermined your own reputation and that they exposed the school to criticism and loss of both reputation, and potentially of pupils. In conclusion I indicated that one of two alternatives had to be taken: resignation on your part or a recognition that a problem existed over which you needed help and counselling.

In September of this year I was required once again and in almost identical circumstances to say that you must cease to be what was perceived to be a nuisance to a boy and his family after the mother of the boy in question had failed to secure her desired end by writing to you direct (6th August). When my own letter of 3rd September which contained a simple instruction about writing a letter of apology and compliance to the mother was straight forwardly carried out, I was forced to say to you that I saw no sensible alternative but to end your employment with the school. In a letter of 10th September you asked me to reconsider, on the basis that you were taking positive action and would seek medical or psychological assistance. On 20th September I reminded you in a conversation (documented) that the alternatives were dismissal or a genuine attempt to seek help. We agreed upon a course of action: namely, that, via the offices of Dr. McKELLAR whom you saw on 30th September, you would see a psychologist whom he recommended.

It is clear/....

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It is clear that the situation has not changed and that you are not capable of changing it. Your relationship with the boy in question is such as to undermine your standing with pupils, provoke comment and criticism amongst parents and lead the Housemaster of Fraser to the reluctant but clear conclusion that your attachment to the House is no longer sensible or welcome. It has also become apparent that you have not taken positive action as agreed. In attempting to make brief contact with the psychologist whom you were due to be seeing (an attempt to clarify whether I might seek your permission to talk to her) I discovered that you had never in fact been to her at all.

It is with regret, but with a clear view that I have no alternative, that I am taking the action set out in the opening paragraph of this letter.

Yours sincerely,

John