

COUNCIL MEETING

HELD ON WEDNESDAY 17 MARCH 2004

A third case is one of historic nature between a member of staff and a number of students in the 1970's. There is no record, no allegation and no individual has come forward on this yet but it is felt that the School should take action to resolve it as quickly and as quietly as possible. Whilst the statute of limitations does protect the School to a degree from financial outcomes, it does nothing to protect the School from a negative reputation outcome. The Principal then articulated the process of dealing with an allegation in the School. Any allegation that is made is immediately put to the member who is entitled to representation and an interview with the Principal. If it is found that there are grounds for the allegation the member is immediately suspended pending a formal resolution of the issue. One complication that does arise is when the member is living on site; this is currently being addressed by the School's Lawyers.

COUNCIL MEETING

HELD ON THURSDAY 26TH MAY 2005

The Principal highlighted his actions to date with relation to the Highton Incident. He was considering a proposal whereby the School contact potential victims in a manner similar to the way the Anglican Church had dealt with similar issues to ensure that alleged victims were provided with the necessary support during this difficult time. Whilst Council were in broad agreement with this philosophy they requested the Principal seek advice as to the validity of this proposal before Council made a decision. Council asked the Principal to forward current policies on relationships between staff and students and specifically any policies relating to student care in the School.

COUNCIL MEETING

HELD ON WEDNESDAY 31ST AUGUST 2005

The Principal's report was presented. The Principal updated Council on the Highton Incident. He advised Council that the accused had pleaded guilty subject to presentment of evidence. He explained that this meant that the prosecution and the defence were waiting for further evidence before a formal guilty plea without qualification could be entered.

The Principal advised Council that he had received notification of a potential incident at Glamorgan that occurred in 1975. He had very little detail about the incident and would keep Council updated on this issue.

COUNCIL MEETING

HELD ON MONDAY 27TH FEBRUARY 2006

The Principal advised that he had yet to receive notification from solicitors representing victims of the Trutmann case. He suspected that this may mean that the solicitors representing one victim were trying to consolidate a class action against the School.

The Principal advised Council that, in his belief, as a result of the Trutmann case a number of further but unrelated claims had been made against the School, some dating back as early as the 1950's.

The Commercial Director advised Council that QBE had formally rejected the School's claim for insurance cover for the Trutmann incident. He advised that the School would be seeking legal advice, through Blake Dawson Waldron, as to whether the School had any claim against the insurance company, noting that any action against the insurance company and costs involved in defending against claims from victims would be high and would require careful consideration.

COUNCIL MEETING

HELD ON WEDNESDAY 23RD AUGUST 2006

The Principal provided an update of the current mediation sessions that are due to occur in the next month.

COUNCIL MEETING

HELD ON WEDNESDAY 11TH OCTOBER 2006

The Principal advised that negotiation on one of the cases in the Trutmann affair was due to be finalised soon and that nothing else had been heard on the other Trutmann victims. He provided an update on the other cases that were currently confronting the School and advised that nothing else had been received, although it was expected that an incident which occurred in the 70's might well come to fruition this month.

COUNCIL MEETING

HELD ON MONDAY 26TH FEBRUARY 2007

The Principal provided an update on the legal matters contained within his report.

COUNCIL MEETING

HELD ON THURSDAY 23RD AUGUST 2007

The Principal advised that the School had received a writ from the victim's lawyers in relation to the case that was currently under consideration. Gavin Forrest from Gadens Lawyers was now dealing with this writ.

The Council acknowledged the Commercial Director and Gavin Forrest from Gadens Lawyers for their efforts in securing a very favourable outcome for the School in the Truttman case.

COUNCIL MEETING

HELD ON WEDNESDAY 21ST NOVEMBER 2007

The Principal outlined the process in relation to the dismissal of a member of staff. An incident occurred on 30th October 2007 when some girls had become concerned about a member of staff taking photos, commonly termed 'up skirting', on a recent field trip. They had reported their concerns to their Head of House who in return reported it to the Vice Principal. It should be noted that the girls who reported the incident were not the girls whose photos were taken.

The Vice Principal believed the girls' story had sufficient robustness to investigate further and requested the ICT Department to conduct checks of the alleged perpetrator's computer. These checks were clear. It was then discovered that the camera in question was not a School camera. The Principal decided, based on the evidence, to speak with police; the police came and spoke to the alleged perpetrator on Monday 5th November. The police confiscated his computer and his personal hard drive. That night the alleged perpetrator contacted the police and confessed to the allegations; he did this because he has a very strong Christian conviction.

The Principal conducted an internal investigation and dismissed the member of staff for Gross Professional Misconduct, in accordance with the School's Discipline and Misconduct Policy. The Principal informed staff on Friday, 9th November 2007 and personally spoke that day to the parents of the girls who had made the report. The following week he sent an email to parents and the GGS community and he asked the Heads of House to speak to the students in the houses.

Subsequent to this action, the School was contacted by Channel 9, The Age and Lawrence Money. Channel 9 reporters managed to speak to some students whom the Principal believed divulged the fact that the member of staff was still living on campus.

The Principal advised that he had reviewed the staff recruitment reference checking procedure and was satisfied that it is robust and followed best practice with the applicable referees having been spoken to.

The Principal advised Council that a second incident relating to an offence allegedly to have occurred 30 years ago had also now proceeded to the Courts. The Principal emailed parents and briefed the staff who were also informed of the victim's name, as it had been read out in Court and also reported in the press. The perpetrator had some very high profile witnesses.

COUNCIL MEETING

HELD ON THURSDAY 22ND MAY 2008

The Principal provided updates on the following issues:

- In relation to the claim brought on the School by the victim of the Harvey case, the Principal advised that the School's lawyers were currently in the process of discovery and exchanging documents with the victim's lawyers. There are issues associated with this case in that the victim, in the School's expert advisory opinion, does not have a 10% impairment. It is, however, likely that the victim will seek significant compensation which will make negotiations difficult.
- There was a case that was due to proceed before the court at the end of May relating to an incident that occurred in the 1950s at Bostock House.

COUNCIL MEETING

HELD ON THURSDAY 28th AUGUST 2008

The Principal's Report was presented. The Principal provided updates on the following issues:

- The criminal court case about allegations relating to the 1950s has been postponed until 27th October 2008. It is expected that the case will be settled at that stage. There has been very little talk within the community about the case,

even though the Geelong Advertiser ran an article on the potential civil case recently.

COUNCIL MEETING

HELD ON WEDNESDAY 19th NOVEMBER 2008

The Principal advised Council that he had been contacted by another victim from Trutmann. This victim has subsequently been in contact with a law firm, Slater & Gordon, who had contacted the School's lawyers and a mediation session would be held at some stage in the future. The Principal doubted whether the police would become involved unless the allegations were significantly different to what Trutmann had already been convicted of.

The Principal provided an update on the matter concerning a former member of staff, Graham Dennis. The School had a legal representative in Court who, after he had advised the Commercial Director what sentence had been handed down, advised him that the only media present inside the Court were from the Geelong Advertiser. The Geelong Advertiser incorrectly recorded that the perpetrator had continued to work at the School for another 30 years after the incident. Other print media and visual media outlets picked this story up. The School's Communication Manager had contacted all of the print media and TV stations and advised them that the story was incorrect and all stated that they were either not going to run the story or that they would ensure that the story was corrected if run. All media outlets except Channel 9 either chose not to run the story or ran the story in its correct format, that being that the perpetrator was employed in the education system for the next 30 years, rather than at Geelong Grammar School. Channel 9 however broadcast the incorrect story and the School now had a letter of apology from Channel 9 and would be taking no further action. The Principal noted that his decision not to seek an apology on air from Channel 9 was based on his desire of not giving the story anymore air time. He advised that parental reaction to his email had been very limited although he had received an email from one parent asking if the School had a cultural issue with this sort of problem.

COUNCIL MEETING

HELD ON MONDAY 16TH FEBRUARY 2009

There were 2 civil cases currently pending. The Principal envisaged that both cases would be resolved within the next 3 months.

COUNCIL MEETING

HELD ON THURSDAY 27th AUGUST 2009

The Commercial Director briefed the Council on a potential litigation issue arising from an incident in the 1970s.

COUNCIL MEETING

HELD ON MONDAY 1st MARCH 2010

The Principal advised the Council that there was a potentially sensitive issue involving a former member of staff currently being addressed through the courts. He undertook to keep Council informed of developments on this matter.

COUNCIL MEETING

HELD ON MONDAY 24th MAY 2010

The Principal updated the Council of the current court case which involved a former member of staff. He also advised the Council of two other cases in relation to Phillip Truttman.

COUNCIL MEETING

HELD ON THURSDAY 26th AUGUST 2010

The Principal advised Council that a former member of staff at Toorak was currently awaiting sentencing in relation to incidents that neither occurred at the School nor involved GGS staff or students. Sentencing was likely to occur around the 9th or 10th of September 2010. Whilst there had not been any publicity to date in this case he felt that it was important that the School issue a statement to the parent community once sentencing had been handed down advising them of what had transpired.

The Principal provided an update on the current situation with regards to two victims of Truttman.

COUNCIL MEETING**HELD ON WEDNESDAY 17TH NOVEMBER 2010**

The Principal updated the Council on the Toorak Campus court case. He had received a range of responses from parents about the email that he sent when the sentence was handed down on 1st October 2010. Some of the responses contained criticism of the person not actually being named although the name was in the press the next morning. The Principal had consulted paediatric experts, with the help of Dr John Court, who believed that it would do more harm than good to discuss these issues with the current children in the Early Learning Centre and indeed even children who had been there during the staff member's time. He was still considering whether he would convene a forum and invite parents from Toorak to attend, although he was waiting for advice from paediatric experts as to whether this forum was the appropriate thing to do.

COUNCIL MEETING**HELD ON MONDAY 28TH FEBRUARY 2011**

The Principal provided an update on legal issues currently under management by the School.

COUNCIL MEETING**HELD ON THURSDAY 24TH MAY 2012**

The Principal provided an update on legal matters involving Ashton-Weir and 3 others that were currently in progress.

COUNCIL MEETING**HELD ON THURSDAY 23rd AUGUST 2012**

The Principal made a slight correction to his report by saying that the case that occurred in 1982 is not covered by insurance, and the case that occurred in 1989 was covered by insurance.

HELD ON MONDAY 4TH MARCH 2013**COMMENCING AT 9.00AM**

The Principal advised that one of the claims brought by a former student had recently been settled and he updated the progress on the other claims against the School.

COUNCIL MEETING**HELD ON MONDAY, 3rd MARCH 2014**

The Principal advised the Council that the School had retained a leading barrister who may be able to assist, should the need arise, for preparation of any appearance that might occur in relation to the Royal Commission into Institutional Responses to Child Sexual Abuse.

COUNCIL MEETING**HELD ON MONDAY 17th NOVEMBER 2014**

The Principal updated the Council on a new case involving a former member of staff at the Glamorgan Campus in the early 1980s.

The Principal updated the Council on a request from a former student who was at the School in the 1960s concerning a member of staff at the same time period. This information was being sought in relation to an incident that is alleged to have occurred in the 1960s at Timbertop. This information was requested by a legal firm who was assisting the former student preparing a submission for the Royal Commission.

COUNCIL MEETING**HELD ON MONDAY 2nd MARCH 2015**

The Principal provided an update on upcoming legal issue. He had been approached by an officer of the Anglican Church, who, in turn, had been approached by a former student who had been at the School in the 1960's, raising serious allegations against a former member of staff. The former student was seeking a contribution towards his counselling expenses to which the Principal, based on legal advice, was about to agree, within specific constraints.

The Principal also advised Council that a court case for a former member of staff who was at the School in the late 70's and early 80's would be heard on Wednesday 15th April 2015.