



Knox Grammar School

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From the Headmaster

8 December 2003

Mr A Nisbett

REDACTED

Dear Mr Nisbett

I have recently read the Court Report from Grahame Wilson, the Investigator from LKA Risk Services Pty Ltd, who investigated the recent allegations made against you with regard to ASA

The Report completed by Mr Wilson appears to me to follow sound procedure and process and I have read his Report and concur with its preliminary findings. I am prepared to endorse the preliminary findings as my findings and they are as follows.

With regard to Allegation 1: *In 2002, after the end of Business Week, you went to the home of a Year 10 student, namely ASA at 7.30 p.m. one evening. With his mother's permission you took him to your home. During the time ASA was at your home you offered him alcohol, cigarettes and a hug. I make the following finding. I do not believe that this allegation constituted Child Abuse in the terms of the Legislation, however, I do believe that your action does constitute a breach of professional behaviour and/or your judgement. As such I would like to point out to you in the strongest and clearest of terms that under no circumstances should you ever entertain a student of this School in the personal privacy of your own home. I would also point out to you that it is not School Policy that staff members drive individual students alone in their personal cars. I would ask that you do not do this at any time in the future. This warning will be placed on your personal file and will be a clear indication of the School's instructions to you with regard to professional relationships between students and those in the employ of the School.*

With regard to Allegation 2: *In 2002, soon after the date of Allegation 1, you contacted Mrs. REDA and indicated that you wanted to be the English coach for ASA even if he left Knox. I concur with the preliminary findings of the Investigator, Grahame Wilson that this particular allegation was misconceived. No further action will therefore be taken with regard to this allegation.*

I trust that you will respond very positively to this professional warning and that your career will move forward with your acceptance of the School Policy in all professional behaviour.

Yours sincerely,

P J Crawley