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240134 RISK ANALYSIS MATRIX
 FINAL INVESTIGATION RISK ASSESSMENT - 7 MAY 2004

- On 1980's
 claim

MATTER: ADRIAN NISBETT

CLIENT: KNOX GRAMMAR SCHOOL

CONSEQUENCE

LIKELIHOOD	Insignificant	Minor	Moderate	Major	Catastrophic
Almost certain	H	H	E	E	E
Likely	M	H	H	E	E
Moderate	L	M	H	E	E
Unlikely	L	L	M	H	E
Rare	L	L	M	H	H

KEY:

E - extreme risk (immediate action)

H - high risk (review daily)

M - moderate risk (monitor closely)

L - low risk (manage by routine procedures)

Risk to alleged victims:**Consequence:** Moderate**Likelihood:** Moderate**Risk rating and comment:** High

There is a pattern of alleged and some sustained behaviour from the 1980s and early 1990s. All alleged victims are no longer in the school. Any injury is likely to have already occurred. There is little the school can do to control any risk to these ex-students other than to provide a hearing to them if they do approach the school with concerns.

Risk to other students:**Consequence:** Major**Likelihood:** Moderate**Risk rating and comment:** Extreme

The allegations from the 1980s and 1990s are indicative of grooming behaviours. The School has mitigated any risk to current students by placing Mr. Nisbett in alternative duties that reduce his contact with students and increasing supervision during the investigation. Mr. Nisbett at interview admitted to a number of behaviours that placed him in close contact with boys and are generally consistent with his role in a boarding house. He denied any inappropriate or sexual conduct. Findings of sustained allegations require appropriate action to control any risk to current students.

Risk to PSOA:**Consequence:** Major**Likelihood:** Almost certain**Risk rating and comment:** Extreme

Mr. Nisbett's reputation and career are at risk.

There have been rumours regarding his alleged conduct in the Knox community for approximately twenty years. A number of current staff are aware of specific concerns that have been raised.

He claimed at interview that he had some awareness of an investigation in 1986 but was not informed of any of the allegations that have now been placed before him. He has now had the opportunity to become aware of all details currently known of these allegations and to respond.

He has indicated that he is being well supported by the Deputy Headmaster and does not require additional support. Mr. Nisbett may require additional support once he becomes aware of the preliminary findings. He may also need to be given appropriate directions regarding his contact with students, ex-students, employees and ex-employees.

Risk to School:**Consequence:** Major**Likelihood:** Likely**Risk rating and comment:** Extreme

The School's reputation is at risk. Issues have been raised or discussed in the Knox community for many years. Mr. Nisbett, despite issues being investigated in 1986 that led to him leaving his position as Head of Boarding at Ewan House in 1987, was approximately three years later placed in a position as a resident master at Kooyong House. He continued to hold other senior positions in the School, including the most recent position of Director of Students, that brought him into close contact with boys on a daily basis.

Action has been taken to limit Mr. Nisbett's contact with students during the current investigation. However the School is exposed because there is no strong sense of any action being taken to limit the risk to students after the 1986 investigation. This opinion is supported by Mr. Nisbett's evidence that he was not made aware in 1986 of the allegations that have been placed before him during this investigation.

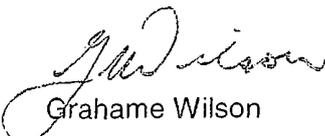
Documentary evidence and evidence of witnesses during the investigation supports Mr. Nisbett's evidence and this risk rating.

Risk to Investigation:**Consequence:** Major**Likelihood:** Almost certain**Risk rating and comment:** Extreme

Two factors had a major impact on the investigation:

- The lack of memory of significant events and actions on the part of the Headmaster, at the relevant time, Dr Ian Paterson. Dr Paterson does not have detailed memory of the investigation undertaken by Stuart Pearson, the allegations he investigated, the findings he made and any action he recommended. Similarly Dr Paterson does not remember, in detail, the action he allegedly took to remove Adrian Nisbett from Ewan House.
- Missing records, most particularly the investigation report compiled by Stuart Pearson and any other documentation relating to any disciplinary or other action taken as a result of this report.

It is highly likely that other information may yet surface in relation to the missing records.



Grahame Wilson