

Mr John Weeks,
Headmaster

17 May 2004

Dear John,

I appreciate the opportunity to respond to Mr Wilson's findings.

This episode has been deeply distressing to me and I am also mindful of the feelings of others who have been involved. My immediate reaction was to allow the findings to rest as they are and to move on with my life. However, I strongly dispute some of the findings and I would like to inform you of my views. You will recall also that during our discussion on Wednesday I expressed my anger at several of the allegations which were not sustained and which were, in my view, utterly untrue. I cannot determine whether these came about through completely fabricated gossip or were invented with the intention of causing me harm.

Allegations 3 and 4

I strongly resent and reject these findings. An important part of my job was, and is, support for boys who are unhappy for a variety of reasons. I would not have been doing my job had I ignored them. That I gave them time, support and understanding is something which I regard as perfectly acceptable. While none of these boys are named, I believe that my relationships with boys in such situations were absolutely appropriate. Yes, I knew boys who were good athletes and the like, but who doesn't? I also knew many boys who were not good athletes. In sum, I believe that Mr Wilson's finding in regard to this allegation is unfair and does not take account of the realities of my responsibilities. I certainly knew ARO _____ as I taught him on two occasions. My relationship with him was always entirely appropriate.

Allegation 7

I would never engage in such conversations with boys. The nature and tone of the quotes are totally foreign to the way I have spoken to or would speak to boys. Conversations are always open to interpretation, but I have absolutely no recollection of speaking in such a way to anyone. I would, quite frankly, find a conversation like that embarrassing.

Allegation 9

I have absolutely no recollection of this alleged incident. I have acknowledged that on occasions boys were present in the darkroom while I was printing photographs. I have also acknowledged that due to the confined space, it is possible that I did touch boys with my elbow. If I did, I did so inadvertently and

unintentionally. Again, I realise that such an action is open to interpretation, but I do not agree with Mr Wilson's finding.

Allegation 14

I regard this allegation as absurd. It is quite possible that I did wave to a boy returning from a shower. I would not regard this as at all inappropriate. The conclusion that I did so for any other reason than to greet him is quite ridiculous. I cannot understand how this allegation could have been sustained.

Allegation 17

My comments are as for Allegation 9, though I strongly reject the suggestion that I "rubbed his groin continuously." I should add that I had and have considerable respect for both the people named in this allegation. I don't believe that either would fabricate an incident, but I believe that anyone can misinterpret another's actions.

Knox has been my life's work and I am very proud of the contributions I have made to the school over my long career here. As with many teachers, my idealism has been long sustained by the knowledge that I have helped many young men when they desperately needed it. At the centre of my personal philosophy is the desire to help others and I believe that my career at Knox has enabled me to fulfil that desire. The overwhelming evidence would support the view that I have contributed positively to the lives of many boys.

As Knox and its people are so important to me I have no desire to bring distress or hurt to the school or anyone connected with it. At the same time, I am very conscious of wanting to lift this situation from my shoulders. I do not wish to put myself, or anyone else, through more investigation, though I realise that to fully clear my name in regard to at least some of the allegations above, that would probably be necessary. While I regard these findings as unfair I think that to attempt to correct them after so many years would be both expensive and personally wearing. My present thinking is that I am not prepared to extend any further the distress I have been enduring for the past few months.

I hope that the direction of my thinking is clear to you and that you will understand my responses to the allegations.

I would appreciate discussing this response with you at the earliest opportunity.

Yours sincerely,



Adrian Nisbett