

Thoughts on the situation

If the school has “reasonable grounds” that abuse is taking place (that is, believes that it is, from patterns of behaviour, reports from other people, or disclosure), than it **must report** to DOCS, and **must not investigate**,

But that doesn't quite seem to be the case as yet. We appear to have a “pattern of behaviour” which would indicate that the staff member is too close to students, and establishing a relationship with a particular pupil which it views as potentially dangerous in terms of the abuse seen in all the legislation.

Further, this staff member has been directed/ told to not make such contact in

- General terms, without specific instances, by the Deputy Headmaster; and
- Specific terms, after incidents involving specific children(rugby training); and
- This specific child.

In this last instance, he was told not to make contact, but has continued to do so, with meetings in locker areas, games of squash, at the year 7 camp, and by email in the holidays.

He has disobeyed direct/ lawful instructions from the school executive in this case, and further it involves a potentially very serious situation. He could be dismissed summarily.