

10 August '95

2 incidents involving N. Williams.

① Thursday Night Prep:

Boys find it difficult to understand his behaviour. He tries to be one of them - or at least one of the cool guys, and is hence overfamiliar then; when on duty, he rides as the tough guy "overly" strict often focusing his attention on a few boys he "does not like" - leading to complaints of victimisation and by boys reacting to him riding them.

Thursday prep he clashed with Podmore - both Nick + Podmore were wrong in their reactions but more significantly Nick stepped all boys doing late prep for inapprop. behaviour. This is not the first time he has done this and he has been a source of complaint from Parents.

I instructed all residents - boys can do late prep & must not be stopped from doing so. Nick's actions Thurs night went against these instructions & resulted in strong protest from 1 parent (Tinkler) + many boys. (he punishes those of us who had worked v. hard - - -).

APPROACH ⇒ you have received complaints regularly Prep. and boys not being allowed to do late Prep.

② Sunday Afternoon - Swimming Pool.

Nick did duty for 2 hours covering for Daniel Parr on Sunday,

He obtained the gym keys from Phil Harmer (Housemaster on Duty) and took several boys from Littlepice a Culmore house for a swim. The 2 gaps who were on duty in Culmore went with him. (They are not allowed to take boys to the gym) (This was normal procedure + good).

However, Nick then joined the boys swimming - plunging brandings - I am unsure for how long he was in the pool Bill it was clearly in contradiction of my instructions - 3 times at the start of term during residents meetings and contrary to the staff handbook.

To me this is a most serious offence that has placed the lives of our charges at risk - it would also look bad to all the parents attending Celebration 75 afterwards.

(I have not discussed these issues with Nick)

A final comment

① It appears Nick has been instructed to document everything and to phone me on every potential decision he makes

eg he phoned me re Pedmore but failed to mention he had stopped late prep.

② Nick is manipulative & vindictive - he has been source of many negative & stinging comments and is continually in conflict with fellow resident Daniel Parr.