

15th Dec '9

Dear Dr Paterson,

Re Nick Williams

(Gillespie Resident Master)

I write to express my concern regarding the attitude of Nick expressed in the attached letter (1)

This letter was in response to the letter I sent him (attach). You will recall I discussed the issue of Nick doing duties in Culmore (at the start of term 4) and we resolved

- i, I would write to Nick, given his failure to follow verbal instructions
- ii, You would write to Carolyn (why aren't Culmore Residents doing their jobs?).

CASE FACTS

Nick came to us via Mahdi Deaton (Nick is a half brother). He was employed at [REDACTED] so you spoke to [REDACTED] HM, who said - very enthusiastic but watch following of younger boys - we subsequently appointed Nick to 4th PO.

In Gillespie Nick was initially very enthusiastic - ~~became a little too close to the boys~~ experienced the normal problems of an inexperienced resident of too close to boys - overfamiliarly.

In term 2 following a series of clashes with boys (eg [REDACTED], [REDACTED], [REDACTED], [REDACTED]) Nick began to redirect his enthusiasm to Culmore.

This enthusiasm switch was fueled by Mahdi Deaton's concern "no one cared for the Culmore boys" and his friendship with [REDACTED] (a Culmore Resident). The boys very much enjoyed Nick's friendship and

interest Carolyn also embraced & encouraged his help
 He often covered for [REDACTED]

I expressed to Nick his involvement in Gilmore was undermining his authority in Gillespie & he agreed & said he would decrease his involvement despite his high level of satisfaction & praise from Gilmore boys & parents (see Eaton letter 3)

In Term 3 Nick's involvement resurfaced when he took on doing "help out" duties for Keegman & [REDACTED] during Jeppesen's broken leg. This involvement resurfaced when I found he had taken a group of Gilmore boys to the shore rugby & then to Gordon Rugby Club (with Carolyn's permission) for dinner.

I met with Nick late that Night & told him he was not to be involved with Gilmore - not to do duties there & not to go into the boys areas as this was not his job/responsibility & that it was undermining his authority in Gillespie.

(Nick responded in writing attach 4)

In Term 4, I found Nick had driven several Gilmore boys to view fireworks at Prueille School and that he had Gilmore boys in his room (initially with 2 Gillespie boys) to watch TV (with A. Jeppesen's knowledge) and that he had driven boys to MacDonalds & to the service for treats

I met with Nick & Wayne Hayes to discuss his ongoing refusal to follow my instructions & again explain how this was undermining his role & authority in Gillespie

House — I then raised the matter with you & gave him his written instructions as per our discussion.

Nick is immature, easily hurt/frustrated and extremely enthusiastic. He derives great satisfaction from his ability to help young people & from assuming a leadership role.

Yet his refusal to accept my right to give him instructions & obey them is a real concern. I would like him to stay on in Cullespie, on a trial basis, and subject to discussions with you. (reimposing my role)

Yours sincerely

Norrie Cannon.