



31 March 2004

Our Ref: 240134
 Investigator: Grahame Wilson
 Direct Line: REDACTED

Mr Adrian Nisbett
 Knox Grammar School
 WAHROONGA 2076

COPY

Dear Mr Nisbett

PRIVATE AND CONFIDENTIAL

You will be aware from communications from the Headmaster at Knox Grammar School, Mr John Weeks, as well as telephone conversations with me, that I am conducting an investigation into allegations that have been made concerning your conduct.

The allegations relate to alleged improper or inappropriate conduct, whilst you were employed at Knox Grammar School.

These allegations fall into two categories:

- Behaviour which may constitute 'Grooming' in the sexual abuse context
- Failing to meet the professional standards expected of you as an employee.

As promised, I am providing you with details of the allegations. I must emphasise that no findings have been made in relation to these allegations.

The allegations are:

**Behaviour which may constitute 'Grooming' in the sexual abuse context:
 Failing to meet the professional standards expected of you as an employee:**

1. Prior to 1987, in your office at the Knox Grammar School, you allowed a student to change into his Sports Gear, in your presence. Further, you were told by the Headmaster, namely Dr Ian Paterson that your action was inappropriate.

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2. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, whilst a male student was up a ladder, at Ewan House, you placed your hand on his backside. Further your action disturbed the boy and the Headmaster, namely Dr Ian Paterson advised you that it was inappropriate.
3. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, at various locations on the School Campus and at Ewan House, you favoured particular boys who were either good looking athletes or sportsmen or who were upset such as in cases of homesickness. Further, you spent particular time with these boys alone and engaged in long conversations with them, sometimes in your room, the staffroom, Ewan House and walking around the School.
4. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, you favoured particular boys who were either good looking athletes or sportsmen or who were upset such as in cases of homesickness. Further, you invited these boys, including a boy named ARO [redacted] to your flat at Ewan House and spent extended periods of time there, alone with them.
5. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, you invited boys, including a boy named ARO [redacted] to your flat at Ewan House and showed them homosexual, pornographic, printed material.
6. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, you offered boys alcohol, at Ewan House.
7. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, at various locations, including Ewan House, during intimate conversations with particular boys whom you favoured, you said to them words to the effect of, "Tell me secrets about yourself. Tell me what you like doing. Tell me what you don't like doing. How do you get on with your parents? What do you like about your father? Do you like men? Do you have feelings for men? Are you interested in a homosexual lifestyle?"
8. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, whilst individual students were alone in dormitories, at Ewan House, you sat on their beds and engaged them in conversations that left them feeling very strange.
9. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, you took photographs of boys and invited them to the photography darkroom to see the development process of those photographs. On one occasion, when you were in the darkroom with a boy, namely ARO [redacted], you brushed past him in a manner that caused him concern and led him to report this concern to a member of staff.
10. Prior to 1987, while you were a member of the boarding staff at Ewan House, including being the Boarding Master, you offered boys tobacco or cigarettes, at Ewan House.
11. During 1986, following an investigation of various matters relating to your alleged conduct, the Headmaster, namely Dr Ian Paterson, removed you from your position as Boarding House Master at Ewan House.

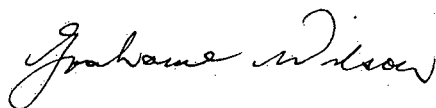
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12. During 1984 or 1985, while you were the Boarding Master at Ewan House, you touched the belt of a student, namely REDACTED, in a manner that caused him to discuss this with another member of the boarding staff.
13. During the late 1980s or early 1990s, when you were a member of the boarding staff at Kooyong House, in your office at the time, which is now the Chaplain's Office, a student who was in the habit of chewing the bottom of his tie, was sitting on the couch. You approached the student, grabbed the bottom of his tie and said words to the effect of "You shouldn't chew your tie". Whilst grabbing his tie, you brushed his genitals in a manner that caused him to discuss this action with another member of the school staff.
14. During the period up to the early 2000s, when you were a member of the boarding staff or the House Master at Kooyong House, there was a building known as the Insectorium, near Kooyong that was used as a dormitory by a small number of students. On one occasion, you were near a fence behind this building looking into the building. You waved at a boy who had returned from the showers and taken his towel off. The boy raised his concern at your action with a member of the school staff.
15. During the period up to the early 2000s, when you were a member of the boarding staff or the House Master at Kooyong House, on a number of occasions, you entered boys' rooms as they were getting changed after returning from the showers. On one occasion, even though a boy placed his foot against the door and said words to the effect of he was getting changed, you continued to push on the door.
16. During the 1980s, while in attendance at Cadet Camps, you spent an inordinate amount of time in the showers watching Knox boys.

It is my intention to seek to interview you on Wednesday 7 April to obtain your response to these allegations. Would you please confirm your availability as soon as possible? You are entitled to have a support person present at this interview.

Please contact me if you require further clarification or information.

Yours sincerely
LKA RISK SERVICES PTY LTD



Grahame Wilson
Manager, Risk Services