

230957 FILE NOTE 24 NOVEMBER

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MATTER: ADRIAN NISBETT

CLIENT: KNOX GRAMMAR SCHOOL

I met with Peter Crawley, Headmaster of Knox Grammar School. He indicated to me that he had certain documents regarding an allegation made against Adrian Nisbett, Director of Students by a previous student ASA [REDACTED]. The documents he was referring to were his contemporaneous records of a conversation he had had with Mrs [REDACTED].

I asked him to tell me about the situation and that I would take the documents and examine them.

He indicated that he had received a call from the mother. She was separated from her husband. Her son lives with her husband. The incident occurred about one year ago. The son is angry. The mother has sought advice from child protection authorities and from the doctor. Neither she or her son will participate in any investigation. The son would see this as a breach of confidence between him and his father. Apparently this is where the information came from. The mother is very determined.

The son had been getting increasingly difficult and angry about a year ago. He is now getting better. He has a girlfriend. The incident occurred in Business Week 2002. He was looking for his bag. Adrian Nisbett came along and asked could he help. He took him back to his office. He bought him lunch. He talked to him about staying at the school. The boy liked Adrian Nisbett. The mother said the boy had a low self image. Adrian Nisbett rang the mother regarding some way in which he could help. He asked could he take the boy out. He talked about a proposition and possibilities. He indicated that he would keep a place open for the boy.

He asked if he could come and take the boy out. He went to the home about 6.30 p.m. and talked about a Chinese meal. He said 'don't worry I'll just whip up something at home'. The boy didn't want to go. The mother pressured him. When the boy returned, there was an awkward moment between the two of them. The boy slammed the door, he appeared to be in a huff. When the mother asked 'how did the night go', the boy replied 'weird'. He said nothing more until recently when the mother heard from the husband. She emphasized that she was recounting what her son had told [REDACTED], who I understand is the husband and that this was now third or fourth hand. She also indicated to the Headmaster that her husband could be homophobic. The boy told her husband that he went to the house and he was angry that the mother made him go. He said 'she made me go to that homosexual's house'. There is no suggestion of molestation or touching. He was offered cigarettes, alcohol and did he want a hug.

The Headmaster asked the mother whether the boy was likely to have been crying and the mother indicated 'yes'. No hug took place. The Headmaster suggested to the mother that the boy was likely to be angry at the mother for requiring him to go, the offer of the hug from a trusted school master, sensing awkwardness and guilt about himself and why would anyone think he wanted a hug.

I discussed the investigation process and protocols in depth with the Headmaster and then agreed to meet with Mr. Nisbett.

I indicated to the Headmaster that he should offer Mr. Nisbett the opportunity to meet with me. He should offer Mr. Nisbett the opportunity to have a support person with him. I

further indicated that the Headmaster should only attend the meeting with me if Mr. Nisbett was agreeable to that.

The Headmaster went to speak with him. He returned shortly afterwards and introduced Mr. Nisbett to me. I provided Mr. Nisbett with a copy of the investigation protocols. I explained in detail the investigation process. I indicated that I would be in a position tomorrow to provide him with a letter of allegation. I further indicated that I would be seeking to interview him on Thursday.

He agreed to this interview. I suggested to him that if when he received the letter of allegations, he wanted to take some more time to consider his response, that the interview time could be postponed. He indicated that he understood this.

I indicated to him that sometimes people in this sort of situation need additional support and if necessary he should consider taking some appropriate counseling. I indicated to him that the Headmaster would be agreeable to assist him with that. I further indicated to him that I was aware that the Headmaster had given him an instruction regarding his activities. I recommended to him that he follow that instruction and that he not approach anyone who may be involved in the investigation. He indicated that he was agreeable to both of those suggestions.


Grahame Wilson