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Dear YK

I would like to raise some concerns I have in relation to the actions of another member of staff, that I feel may be deemed "inappropriate" and "unacceptable". I raise these issues with you, trusting you will ensure my professional right to confidentiality.

The staff member I am referring to is YJ, YJ and I have been involved in year four sport on numerous occasions. On several of those occasions I have witnessed some incidents that I find disturbing:

- ◆ During the final two weeks of Term 3, I witnessed an incident that disturbed me greatly and I felt that YJ's behaviour was outside the parameters of acceptable and professional behaviour. I went into YJ's room to speak to him about arrangements for year 4 sport in the afternoon. As I entered the classroom I could not immediately locate YJ. As I looked further into the room from the doorway I saw YJ sitting at the computers with a young male student on his knee. YJ had his left hand resting high up on the inside thigh of this young boy. When he realised I was in the room, he appeared startled and immediately got up from the chair and came over to speak to me.
- ◆ During Year 4 sport he continually stands next to selected "favourite" students, puts his arm around them and asks these boys to do jobs for him. He then tells them to come to his classroom and get a lolly after the day has finished.
- ◆ He is continually also commenting on the fact that children should be smacked or belted and what he would like to do. He has actually told me that he has smacked students in his classes. YJ is often heard speaking these views around the school.
- ◆ When the issue of the Police Clearance checks were raised in conversation during the first week of school YJ became very agitated and said to me that he wasn't going to get his done and if he had to he would do it himself and not go through the school. He later came to my room to read the paper work that was given to us. He asked to photocopy my sheets as he had thrown his in the bin.

I trust this information will be received and interpreted as professional concern for the actions and reputation of YJ, along with the professional reputations of our staff and school. However, more importantly, my concerns lay with the welfare of students in his care. I believe their rights and safety must be protected at any cost.

The incidents I have outlined and the decision to write this letter have caused me significant personal and professional distress. I am fully aware of the possible repercussions of my actions in writing this letter, and I have thought long and hard about it. However, I have come to the conclusion that my concerns are too serious for me not to share them with you. I trust you will respect my right to professional confidentiality and discretion.

27th October 2004-10-28

WH

WD