



Knox Grammar School

Wahroonga NSW 2076 Australia

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From the Headmaster

26 February 2004

The NSW Ombudsman
Level 24
580 George Street
SYDNEY NSW 2000

Dear Sir,

I write to advise of allegations received by me concerning a member of staff at Knox Grammar School.

The information comes from other members of staff and relates to an incident or incidents which occurred in the Boarding House of this School in 1984/85 or thereabouts.

It is alleged that the then Boarding House Master, Mr. Adrian Nisbett was involved in inappropriate behaviour towards boys in his care. This behaviour including groping and touching of boys private parts whilst working in the photographic darkroom at the Boarding House.

Mr. Nisbett is currently still a member of staff and was recently the subject of a separate investigation which was reported to your office in November/December 2003 (reference No. C/2003/8367).

Mr. Nisbett's details are as follows:

Mr. Adrian John Anderson Nisbett
Date of Birth: REDACT 1949
Address: REDACTED

It is as a result of the above investigation that allegations about the previous incident in 1984/85 have surfaced.

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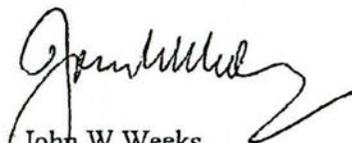
To assist me with this situation I have contacted the Association of Independent Schools. I have spoken to Dr. Geoff Newcombe with regard to appropriate process and he indicated to me that this was a matter that should be reported to the NSW Ombudsman's Office. It has also been his advice that I should engage an external investigator to look into the situation. On this recommendation from the AIS I have engaged Mr Graham Wilson. Mr Wilson works for Lee Kelly and Associates and he handled the previous investigation in 2003.

Subsequent to this meeting I discussed the situation with the Deputy Headmaster of the School, Mr Kim Walton and the Chairman of School Council, Mr Grahame Mapp. We directly discussed the issue relating to the risk assessment of leaving Mr Nisbett in his present position. It is our opinion that Mr Nisbett be allocated non-teaching duties in the School's Community Relations Office separate from the Main School until the investigation is completed and a report received. I have spoken directly to Mr Nisbett to inform him that an allegation has been made, that it will be investigated by an external investigator, that he should not engage in any gossip about this situation, and that we are not suspending him from duties immediately, rather we will wait for any outcome of the investigation. Nevertheless, we have required of him that he does not put himself into a position of being alone with any boy either at School or at home until the investigation has been concluded and a decision has been made. He indicated to us that he understood these conditions. I will place these conditions in writing to him.

Mr Nisbett has been at the School for approximately thirty years. He is a much respected and trusted senior member of the School staff. His present role and position is as Director of Students where he has responsibility for the pastoral care of students within the School. This is clearly a most senior position. I understand that the seniority of this position makes the way in which we respond to this case of significant importance.

Any advice you may be willing to offer with regard to the management of this case would be appreciated.

Yours sincerely,



John W Weeks
Headmaster